



**KHSAA TITLE IX
ANNUAL REPORT SUBMISSION
STATUS REPORT
2008-2009**

KHSAA
Form T65
Revised 4/09

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

FROM: Brigid L. DeVries, Commissioner
Darren Bilberry, Assistant Commissioner

DATE: May 12, 2009

School	Heritage Academy	Reviewed by	Gordon D. Bocock
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The following is a status report regarding the required 2008 - 2009 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2009. 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:

x	GE 19 (Annual Verification)	X	T-35 (Budget Expenses)
x	T-1 (Summary Program Chart 1)	X	T-36 (Budget Expenses)
X	T-2 (Summary Program Chart 2)	X	T-41 (Checklist – Overall Interscholastic Program)
X	T-3 (Summary Program Chart 3)	X	T-60 (Corrective Action Plan)
x	T-4 (Summary Program Chart 4)	X	T-63 (Interscholastic Survey Results)

II. Status

A.	x	2008 – 2009 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>According to the 2008-2009 data, the school appears to be meeting the standards established in:</p> <p><input checked="" type="checkbox"/> Test 1 (Athletic participation is proportionate to enrollment)</p> <p><input type="checkbox"/> Test 2 (History and continuing practice of program expansion)</p> <p><input checked="" type="checkbox"/> Test 3 (Full and effective accommodation of interests and abilities)</p>
E.		<p>Other Recommendation and Comments: The Gender Equity Committee needs to take a look at their meeting dates. The committee is required to meet a minimum of three times per-year and it is recommended that one be held in the early part of the school year to deal with and discuss Fall Sports, one in the middle of the year to deal with and discuss Winter Sports and one in the latter part of the year to deal with and discuss Spring Sports. Additional meetings may be necessary to go over surveys, yearly reports and other Title IX issues that may arise at any time. Minutes of all meetings should be placed in your school's Title IX File to show documentation of action(s) taken by this committee.</p>



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
2008-2009 ANNUAL VERIFICATION OF TITLE IX PROCEDURES**

KHSAA Form GE19
F:Forms/GE19
Rev. 12/08

(To be submitted by April 15, 2009 along with other required forms)

APR 27 2009

The HERITAGE High School, FLORENCE, 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, at least one copy of which must be maintained in the Principal's office, and to the best of my knowledge have completed the following tasks.

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

Name	Address	Phone	Title
(Supt., Principal, Student, Parent, Coach, Etc.)			
HOWARD DAVIS		525-0213	PRINCIPAL
BOB CARL		525-0213	ATHLETIC DIRECTOR
KATHY RUTT		525-0213	TREASURER, SOFTBALL, VOLEYBALL
STEPHANIE EDGERLY		525-0213	TEACHER, SOFTBALL
TRISHA RUTT		525-0213	STUDENT
Ryan ST. BLANCAARD		525-0213	STUDENT

Scheduled a minimum of three meetings during the 2008-2009 school year on the following dates:

MAY 21, 2008
APRIL 29, 2009
MAY 14, 2009

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

Name	Title	Address	Phone
BOB CARL	ATHLETIC DIRECTOR	7216 US 42, FLORENCE	525-0213, 406-7412

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

Name	Title	Address	Phone
HOWARD DAVIS	ADMINISTRATOR	7216 US 42, FLORENCE	525-0213

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.

Howard Davis Jr
Principal's Signature

4-24-09 20
Date

Superintendent Signature

School Board Chairpersons' Signature

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



2008-2009
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART T-1

KHSAA
 Form T1
 F-Forms/T1
 Rev. 10/08

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	27	49%	44	51%
Row 2	BOYS	28	51%	43	49%
Row 3	Totals	55	100%	87	100%

Instructions:

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

- 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).
- Add the total number of girls and boys enrolled to determine total enrollment, (place in Row 3, Column 1).
- 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%.
- Ask coaches to confirm the names of those individuals who are on the team as of the first **date of regular season competition**, and cross out the names of those who were cut from the team or quit the team prior to the first regular season 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 in 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.
- 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: Howard Danner Date: 4-24-09



2008-2009
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART T-4

KHSAA
 Form T4
 F:Forms/T4
 Rev.12/08

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:	2	30	68%
Row 2	j.v.:	1	5	11%
Row 3	frosh:	1	9	20%
Row 4	total:		44	100%
Boys				
Row 5	varsity:	3	32	74%
Row 6	j.v.:	1	11	26%
Row 7	frosh:	0	0	0
Row 8	total:		43	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: Howard Davis Jr Date: 4-24-09

2008-2009
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART T-2

KHSAA
Form T2
Rev. 12/08

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 Since the beginning of the 2004-2005 School Year	Number of participants for the 2008-09 school year who are playing on teams added since the 2004-05 school year	Percent of Total Participation By Sex Added Since the beginning of the 2004-2005 School Year
GIRLS	Row 1	varsity:	2	30	0	
	Row 2	j.v.:	1	5	0	
	Row 3	frosh:	1	9	0	
	Row 4	total:	4	44	0	0
BOYS	Row 5	varsity:	3	32	0	
	Row 6	j.v.:	1	11	0	
	Row 7	frosh:	0	0	0	
	Row 8	total:	4	43	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: Howard Daniels Date: 4-24-09

**2008-2009
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART T-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 <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 <u>intramural team</u> .	No		No
2 For a sport <u>not</u> currently offered, is there sufficient interest, based on the responses to your most recent Student Interest Survey, to form a viable <u>interscholastic team</u> for a sport not currently offered. If yes, what sport?	No		No
3. 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 <u>varsity team</u> not currently offered?	No		No
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 <u>junior varsity or freshman team</u> that is not currently offered?	No		No
5. If you answered YES to question (1), (2), (3), or (4), are there enough high schools in the geographic area offering the sport (at the appropriate level) to allow for the development of a reasonable schedule of competition?			

Plans to Address Interest:

Principal's Signature : Howard Davis Jr Date: 4-24-09

2008-2009 KHSAA TITLE IX ATHLETICS AUDIT

KHSAA
Form T41
Rev. 12/08

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. A review of T-35 and T-36 spending patterns might be helpful in completing this form.

Areas of Compliance:	ADVANTAGE TO:		
	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM
OPPORTUNITIES			
Accommodation of Interest and Abilities			✓
BENEFITS			
Equipment and Supplies			✓
Scheduling of Games and Practice Time			✓
Travel and Per Diem Allowances			✓
Coaching			✓
Locker Rooms, Practice and Competitive Facilities			✓
Medical and Training Facilities and Services			✓
Publicity			✓
Support Services			✓
Athletic Scholarships			N/A
Tutoring			N/A
Any meals provided for home			N/A

If an advantage is shown, corrective action should be shown on T-60 (Corrective Action Plan).

Principal's Signature: Howard Darius Jr. Date: 4-24-09



**2008-2009 INTERSCHOLASTIC
ATHLETICS SURVEY**
Summary of Student Responses

KHSAA
Form T63
Rev.12/08

School Name: HERITAGE

Enrollment
(9-12 Grade): (SHOULD AGREE WITH FORM T-1, COLUMN 1, ROW 3)

Number of 9-11 Grade Students Surveyed:

Number of 8th Grade Students Surveyed:

Date: 9/15/09

Completed By: BERT CARL

Instructions:

1. Summarize the Student Athletics Interest Surveys Form T-61 by listing the total number of responses on the line next to each sport.
2. Under the Other Category please provide a listing of the sports as well as the number of students who are interested in participating.
3. Please sign and date this Summary Form (T-63) and mail this Summary Form only to the KHSAA by April 15, 2008. Do not mail the student surveys (Form T-61). However, these Forms should be maintained in your files in the event they are requested subsequently.

42 Number of Surveys
40 Total Returned (A minimum of 80% return is expected)
8-11 Grades Surveyed (Should be grades 9-11 and 8th grade if school has a feeder system)

How Was The Survey Administered? HOME ROOM.
 (e.g. was it given in all English classes, or all home rooms, or advisee/advisor?)

KHSAA Sanctioned Fall Sports (List Total Number of Participation Responses)

4 Cross Country (Girls)
5 Cross Country (Boys)
9 Football (Boys)
0 Golf (Girls)
5 Golf (Boys)
7 Soccer (Girls)
5 Soccer (Boys)
13 Volleyball (Girls)

Winter Sport (List Total Number of Participation Responses)

- 7 Basketball (Girls)
- 10 Basketball (Boys)
- 5 Indoor Track (Girls)
- 7 Indoor Track (Boys)
- 3 Swimming & Diving (Girls)
- 5 Swimming & Diving (Boys)
- 3 Wrestling (Boys)

Spring Sport (List Total Number of Participation Responses)

- 9 Baseball (Boys)
- 11 Fast Pitch Softball (Girls)
- 10 Tennis (Girls)
- 5 Tennis (Boys)
- 9 Track (Girls)
- 3 Track (Boys)

Non-KHSAA Championship Sports (From Student Survey T-61 Question 10)

- 8 Archery
- 1 Field Hockey
- 5 Bowling
- 0 Gymnastics (Boys)
- 11 Gymnastics (Girls)
- 1 Ice Hockey
- 6 Lacrosse (Boys)
- 5 Lacrosse (Girls)
- 10 Rifle
- 2 Rodeo
- 1 Slow Pitch Softball
- 2 Volleyball (Boys)
- 0 Water Polo
- 4 Weightlifting

Number of Students who participate in Intramural Sports

(From Student Survey T-61 Question 5)

<u>Sport</u>	<u>Number</u>
<u>0</u>	<u>0</u>

List Intramural Sports students are interested in adding:
 (From Student Survey T-61 Question 6)

Form T-63
 Rev. 12/07

<u>Sport</u>	<u>Number</u>
SWIMMING	1
TRAIL (BOYS)	1
TENNIS	1
VOLLEYBALL	2
TRAIL (GIRLS)	1
BASKETBALL	2
FOOTBALL	2

Participation in Non-School Sports Activities
 (From Student Survey T-61 Question 7)

<u>Sport</u>	<u>Number</u>
BASEBALL	3
BASKETBALL	2
GYMNASTICS	2
BOULDER	1
TENNIS	1
LACROSSE	1
BOWLING	1
FAST PITCH	1

Reasons for not participating in interscholastic athletics
 (From Survey Question 8)

- 1 I prefer other activities such as band, chorus, etc.
- 5 I don't have time
- 2 The practice schedules and game times are inconvenient
- 5 The sport I like isn't offered
- 2 It's too expensive
- 2 I prefer to participate in club or intramural sports
- 2 Working
- Other: _____

Student Suggestions to encourage participation

Howard Daniels Jr 4-24-09
 Principal's Signature Date

SCHOOL NAME

2008-2009

TITLE IX

CORRECTIVE ACTION PLAN

DIRECTIONS:

1. For Column 1, indicate the intended area (Opportunities or Benefits) 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, 2009.

ITEM FOR CORRECTION/IMPROVEMENT	SUGGESTED CHANGE/ACTIVITIES	SCHOOL YEAR, COMPLETION DATE OF CORRECTION FOR PROJECT
<p>APPROXIMATELY 90% GIRLS BASKETBALL TEAM.</p>	<ul style="list-style-type: none"> • START WITH A PRACTICE PLAN. • GRANT MORE INTEREST • LOOK AT CONTACTS OFFERS • USE THE NEW GYM FOR PRACTICE • ENTHUSIASM 	<p>2010-2011.</p>

Principal's Signature: Reverend Manning

Date: 4-24-09

**2008-2009
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 1
TO INCLUDE BOOSTER CLUB FUNDING**

	equipment and supplies		travel		awards		coaches' salaries (to include supplemental and extended employment; dollar amount required)	# Coaches for all levels / # Teams for all levels	facilities improvements		publications (if sport-specific)	
	School	Booster	School	Booster	School	Booster			School	Booster	School	Booster
G basketball	134	0	90	0	150	0	1500	1	3000	0	0	
B basketball	134	0	80	0	150	0	1500	1	2000	0	0	
G softball	111	0	90	0	150	0	1500	1	150	0	0	
B baseball	857	0	90	0	150	0	2300	2	0	0	0	
G cross country												
B cross country												
G golf												
B golf	0	0	90	0	50	0	1500	1	0	0	0	
G soccer												
B soccer												
G swimming												
B swimming												
Total expenditures on T-25 and T-26 on the 2008-2009 year report due by April 15, 2009, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2007-2008 ending June 30, 2008.												

2. Booster Club Funding/Contributions must be included in the above expenditures total. (Note: It is illegal for coaches to be paid by Booster Clubs - Reference KHSAA Bylaw 27)

Principal's Signature: _____

Arnold Davis

Date: 4-24-09

**2008-2009
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2
TO INCLUDE BOOSTER CLUB FUNDING**

	equipment and supplies		travel		awards		coaches' salaries (to include supplemental and extended employment; dollar amount required)	# of Coaches / # of Teams for all levels	facilities improvements		publications (if sport-specific)	
	School	Booster	School	Booster	School	Booster			School	Booster	School	Booster
G track												
B track												
G tennis												
B tennis												
G volleyball	254	0	200	0	150	0	2300	2	2	3000	0	0
B wrestling												
G (list sport)												
B football												
G (list sport)												
B (list sport)												

- Total expenditures on T-35 and T-36 on the 2008-2009 year report due by April 15, 2009, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2007-2008 ending June 30, 2008.
- Booster Club Funding/Contributions must be included in the above expenditures totals. Indicate percentage of total expenditures for each gender: (if disparities are obvious, list on your Corrective Action Plan (T-60) what action you will take to correct the problem).

Gender	Expenditures	Percentage
Boys	\$ 9,881	43
Girls	\$ 12,279	44
Total:	\$ 22,160	100%

Principal's Signature: Reverend R. Davis Date: 4-24-09