

**KHSAA TITLE IX  
ANNUAL REPORT SUBMISSION  
STATUS REPORT  
2007-2008**

KHSAA  
Form T65  
Revised 3/08

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

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

Date: 4/15/2009

School	Kentucky Country Day	Reviewed by	Jenny McCarty
--------	----------------------	-------------	---------------

The following is a status report regarding the required 2007 - 2008 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2008. 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:

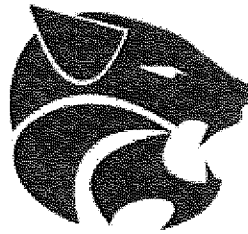
<input checked="" type="checkbox"/>	GE 19 (Annual Verification)	<input checked="" type="checkbox"/>	T-35 (Budget Expenses)
<input checked="" type="checkbox"/>	T-1 (Summary Program Chart 1)	<input checked="" type="checkbox"/>	T-36 (Budget Expenses)
<input checked="" type="checkbox"/>	T-2 (Summary Program Chart 2)	<input checked="" type="checkbox"/>	T-41 (Checklist -- Overall Interscholastic Program)
<input checked="" type="checkbox"/>	T-3 (Summary Program Chart 3)	<input checked="" type="checkbox"/>	T-60 (Corrective Action Plan)
<input checked="" type="checkbox"/>	T-4 (Summary Program Chart 4)	n/a	T-63 (Interscholastic Survey Results)

II. Status

A.	<input checked="" type="checkbox"/>	2007 -- 2008 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.		According to the 2007-2008 data, the school appears to be meeting the standards established in: <input checked="" type="checkbox"/> Test 1 (Athletic participation is proportionate to enrollment) <input type="checkbox"/> Test 2 (History and continuing practice of program expansion) <input checked="" type="checkbox"/> Test 3 (Full and effective accommodation of interests and abilities)
E.	<input checked="" type="checkbox"/>	Other Recommendation and Comments: <ul style="list-style-type: none"> <li>• Thanks for your excellent well-prepared report!</li> <li>• Your corrective action plan appears to be addressing the needs of the school.</li> </ul>

# 2008-2009 TITLE IX REPORT

MAR 30 2009



Prepared by: Dr. J. Tim Green  
Director of Athletics  
Kentucky Country Day School  
March 25, 2009



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION**  
**2008-2009 ANNUAL VERIFICATION OF TITLE IX PROCEDURES**  
 (To be submitted by April 15, 2009 along with other required forms)

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

The Kentucky Country Day High School, Louisville, 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.)			
Dr. J. Tim Green	4100 Springdale Road Louisville, KY	502-423-0440	Director of Athletics/Parent
Jerry Leowen	4100 Springdale Road Louisville, KY	502-423-0440	MS Principal, Coach, Parent
Marche Harris	4100 Springdale Road Louisville, KY	502-423-0440	US Principal
Amy Charasika	4100 Springdale Road Louisville, KY	502-423-0440	Girls Athletic Director, Coach
Kaye Dwyer	4100 Springdale Road Louisville, KY	502-423-0440	Assistant Athletic Director, Coach, Parent
Molly Dobbins	4100 Springdale Road Louisville, KY	502-423-0440	Student Athlete
Jason Geer	4100 Springdale Road Louisville, KY	502-423-0440	Student Athlete

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

November 19, 2008
March 25, 2009
April 12, 2009

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

Name	Title	Address	Phone
Dr. J. Tim Green	Director of Athletics	4100 Springdale Road	502-423-0440

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

Name	Title	Address	Phone
Dr. J. Tim Green	Director of Athletics	4100 Springdale Road	502-423-0440

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.

Marche E. Harris March 25 2009  
 Principal's Signature Date

[Signature] [Signature]  
 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	134	49.6	349	50.1%
Row 2	BOYS	136	50.4	348	49.9%
Row 3	Totals	270	100%	697	100%

Instructions:

\*Number of 8<sup>th</sup> grade students & below used in Column 3 and Column 4 calculations: 78

- 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 8<sup>th</sup> 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 8<sup>th</sup> 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: *March E. Huns*

Date: *March 25, 2009*

**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
<b>GIRLS</b>	Row 1	varsity:	11	193	1	20
	Row 2	j.v.:	7	141	0	0
	Row 3	frosh:	1	15	0	0
	Row 4	total:	19	349	1	20
						<b>6%</b>
<b>BOYS</b>	Row 5	varsity:	11	237	0	0
	Row 6	j.v.:	7	111	1	21
	Row 7	frosh:	0	0	0	0
	Row 8	total:	18	348	1	21
						<b>6%</b>

- 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: March E. Jones Date: March 25, 2009

**2008-2009**  
**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART T-3**

KHSAA  
 Form T3  
 Rev. 12/08

**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?	N/A		N/A
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?	N/A		N/A

**Plans to Address Interest:**

Note – we periodically offer Freshman/JV teams strictly based on participation in a given sport. If there is not enough interest, we do not offer them.

Principal's Signature : March E. Jones Date: March 25, 2009



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

KHSAA  
Form T-4  
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:	11	193	55.3%
Row 2	j.v.:	7	141	40.4%
Row 3	frosh:	1	15	4.3%
Row 4	total:		349	100%
Boys				
Row 5	varsity:	11	237	68.1%
Row 6	j.v.:	7	111	31.9%
Row 7	frosh:	0	0	0
Row 8	total:		348	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: Mark E. Kow Date: March 25, 2009

**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)		facilities improvements		publications (if sport-specific)	
	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster
G basketball	2,941		2,437		310		5,648	3	2	549	5,581	
B basketball	2,660		3,128		281		5,548	3	3	549	5,581	
G softball	1,597		170		222		5,672	3	1	170		
B baseball	2,031		1,961		266		6,298	3	2	515	8,263	
G cross country	678	275	537		133	155	1,288	2	1			
B cross country	678	275	537		222	155	1,288	2	1			
G golf	689	400	30		89		1,559	1	1			
B golf	1,010	400	961		133		2,010	1	1			
G soccer	4,710		1,508		222		4,214	2	1	549		
B soccer	1,552		2,647		222		4,040	3	2	549		
G swimming	2,039		840		222		1,963	3	1			
B swimming	2,039		840		222		1,963	3	1			
<b>Total expenditures on I-25 and I-26 on the 2008-2009 year report due by April 15, 2009, should reflect the total monies spent (founder off to nearest dollar) for the entire school year of 2007-2008 ending June 30, 2008.</b>												

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: Mark S. [Signature] Date: March 25, 2009

Copyright 1999, Good Sports, Inc., Title IX and Gender Equity Specialists. All rights reserved.



**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)	
	Expenditures		Expenditures		Expenditures				Expenditures		Expenditures	
	School	Booster	School	Booster	School	Booster			School	Booster	School	Booster
G track	1,639		1,028		266		3,015	2 / 1				
B track	1,172		1,028		266		3,015	2 / 1				
G tennis	455		265		222		2,010	1 / 2				
B tennis	520		450		222		1,952	1 / 2				
G volleyball	1,744		1,000		222		3,753	2 / 2	549	5,581		
B wrestling	429		808		222		2,339	1 / 1	549	5,581		
G F. Hockey	10,050		1,385		310		9,753	6 / 3	3,849			
B football	5,933		2,508		310		10,130	6 / 2	1,005			
G Lacrosse	4,127	940	300		266	1,000	4,606	3 / 2	1,705			
B Lacrosse	1,027		2,394		266		3,545	2 / 1	1,705			

1. 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.

2. 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	\$106,200	49.8%
Girls	\$107,237	50.2%
<b>Total:</b>	<b>\$213,437</b>	<b>100%</b>

Principal's Signature: Mark S. Howe Date: March 25, 2009

**KCD Athletic Department**  
**KHSAA Form T35 ad T36 Addendum 2008/2009**

The following items/improvements were provided by the booster club to the athletic program and reflect no gender specific purchases:

Strength Program equipment and Coordination - \$4,574.48

Gymnasium and Hallway Renovations/Updates - \$21,250.00\*

Framing of Jerseys for Hallways - \$885.00

\* the cost of these items were shared in the Title IX Report forms T35 and T36 between all indoor sports (volleyball, wrestling, boys basketball and girls basketball) since none of the projects were sport specific but were general in nature.

**2008-2009 KHSAA TITLE IX ATHLETICS AUDIT**  
**Checklist - Overall Interscholastic Athletics Program**

KHSAA  
Form T41  
Rev. 12/08

**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
<b>OPPORTUNITIES</b>			
Accommodation of Interest and Abilities			√
<b>BENEFITS</b>			
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: March E. Kover Date: March 25, 2009

SCHOOL NAME

2008-2009

TITLE IX

CORRECTIVE ACTION PLAN

Kentucky Country Day

**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.

COLUMN 1	COLUMN 2	COLUMN 3
ITEM FOR CORRECTION/ IMPROVEMENT	SUGGESTED CHANGE/ ACTIVITIES	SCHOOL YEAR, COMPLETION DATE OF CORRECTION FOR PROJECT
Low participation by girls in strength and conditioning program	Provide additional programming and renovate existing facilities with equipment that is more usable by girls	Renovation of facility -- Spring 2009 Training of coaches to implement program -- Spring 2009 Program implementation -- summer 2009
Poor participation in wrestling	Begin a summer program of training strictly for wrestlers	Summer 2009
Locker crowding for all teams and both genders	Try to find ways to integrate multiple teams into a single locker room	Devise plan summer 2009 Implement plan Fall 2009
Poor participation in softball	Begin a middle school softball program and hire a qualified coach to develop the program	Team begins practicing in spring 2009, Move Samide to full MIS coaching in 2010

Principal's Signature: Mark E. Bone

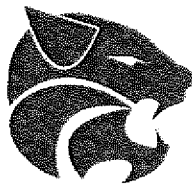
Date: March 24, 2009

# **Title IX Oversight Committee**

## **November 19, 2008**

### **Meeting One Agenda**

- I. Welcome and Introductions
- II. Overview of Title IX Process in Kentucky
- III. Discussion of Process for KCD
  - a. Financial Review
  - b. Facilities and Offerings Review
  - c. Purpose of Committee
- IV. Discussion of Last Year's Title IX report
- V. Discussion of Current Challenges and Goals for Improvement
  - a. Girls Basketball numbers
  - b. Softball numbers
  - c. Boys and Girls Track numbers
  - d. Growth of Lacrosse and costs to other teams
  - e. Departmental Plan/Approach
- VI. Conclusion

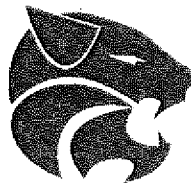


# **Title IX Oversight Committee**

## **March 25, 2009**

### **Meeting Two Agenda**

- I. Welcome and review of previous meeting
- II. Discussion of Financial Reports for Title IX report
  - a. Form T-35
  - b. Form T-36
  - c. Financial Addendum – General Monies spent
- III. Discussion of Participation Numbers for 2009 Report
- III. Comparison of Current Report to 2008 Report
- IV. Discussion of problem areas - solutions
- V. Plan for Meeting 3
  - a. tour of facilities
  - b. Action Plan Development
  - c. Participation Numbers
- VI. Conclusion



# **Title IX Oversight Committee**

## **April 12, 2009**

### **Meeting Three Agenda**

- I. Welcome and review of previous meeting
- II. Discussion of struggling programs and corrective action plan
- III. Discussion of hiring needs and changes in athletic administration responsibilities/job descriptions
- IV. Tour of Facilities/Discussion
- V. Conclusion

