



**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 7, 2009

School	West Carter	Reviewed by	Gary W. Lawson
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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:

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

II. Status

A.	<b>X</b>	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.	<b>X</b>	<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 type="checkbox"/> Test 3 (Full and effective accommodation of interests and abilities)</p>
E.	<b>X</b>	Other Recommendation and Comments: According to data and calculations submitted, the school is meeting the standard established in Test 1 for the provision of athletic opportunities. The school has documented on the T-3 form that plans are underway to address the indicated interest in girls swimming. In the area of benefits, total athletic spending appears to be well within acceptable parameters.



**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)

6007 8 - 11/14

The West Carter High School, Olive Hill, 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.)			
Leland Wilcox	Central Office	606-474-2012	Personnel Director
Nick Adams	WCHS	606-286-2481	Principal
Brian Brown	WCHS	606-286-2481	Athletic Director
Janena Reynolds	WCHS	606-286-2481	Teacher / Parent
Lena Reynolds	WCHS	606-286-2481	Student
Donald Damron	ECHS	606-474-5714	Principal
Hager Easterling	ECHS	606-474-5714	Athletic Director
Jeremiah Shearer	ECHS	606-474-5714	Teacher / Coach
Lindsay Combs	ECHS	606-474-5714	Student

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

September 21 <sup>st</sup> , 2008
January 22 <sup>nd</sup> , 2009
March 26 <sup>th</sup> , 2009

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

Name	Title	Address	Phone
Brian Brown	Athletic Director	West Carter HS	606-286-2481

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

Name	Title	Address	Phone
Leland Wilcox	Personnel Director	Central Office	606-474-2012

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.

Nick Adams  
Principal's Signature

March 31, 2009  
Date

Debra Lee  
Superintendent Signature

Randy Staggell  
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	303	47.6%	183	51.3%
Row 2	BOYS	333	52.3%	174	48.7%
Row 3	Totals	636	100%	357	100%

Instructions:

\*Number of 8<sup>th</sup> grade students & below used in Column 3 and Column 4 calculations: 45

- 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: *Nick Adams* Date: 03/31/09

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
<b>Program</b>		<b>Number of Teams Currently Offered</b>	<b>Number of Participants</b>	<b>Number of Teams Added Since the beginning of the 2004-2005 School Year</b>	<b>Number of participants for the 2008-09 school year who are playing on teams added since the 2004-05 school year</b>	<b>Percent of Total Participation By Sex Added Since the beginning of the 2004-2005 School Year</b>
<b>GIRLS</b>	Row 1	varsity:	8	109	2	26
	Row 2	j.v.:	4	59	0	0
	Row 3	frosh:	1	15	0	0
	Row 4	total:	13	183	2	26
<b>BOYS</b>	Row 5	varsity:	7	113	1	7
	Row 6	j.v.:	3	53	0	0
	Row 7	frosh:	1	8	0	0
	Row 8	total:	11	174	1	7

- 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:       Nick Adams       Date:       03/31/09

**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?	Yes Swimming and Diving		Yes Swimming and Diving
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?	Yes		Yes

**Plans to Address Interest: Have a formal meeting with students and parents after school hours to discuss interest.**

Principal's Signature :  Date: 03/31/09



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

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

**Levels of Competition Test One**

		<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>
<b>Girls</b>	<b>Team Levels</b>	<b>Number of Teams Currently Offered</b>	<b>Number of Participants</b>	<b>Percentage of Participants at Each Level</b>
Row 1	varsity:	8	109	59.6%
Row 2	j.v.:	4	59	32.2%
Row 3	frosh:	1	15	8.2%
Row 4	total:	13	183	100%
<b>Boys</b>				
Row 5	varsity:	7	113	65.0%
Row 6	j.v.:	3	53	30.5%
Row 7	frosh:	1	8	4.5%
Row 8	total:	11	174	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: *Nick Adams* Date: **03/31/09**

**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)		facilities improvements		publications (if sport-specific)	
	Expenditures		Expenditures		Expenditures		Expenditures		Expenditures		Expenditures	
	School	Booster	School	Booster	School	Booster	School	# Coaches for all levels / # Teams for all levels	School	Booster	School	Booster
G basketball	10,600	4,000	1,300	0	0	2,000	16,600	4	3	0	0	1,200
B basketball	12,600	2,400	4,800	0	900	1,000	17,700	4	3	0	0	1,200
G softball	8,300	500	1,200	200	0	800	5,500	2	2	195,000	0	0
B baseball	6,200	500	1,100	200	0	1,300	8,400	3	2	1,000	0	0
G cross country	1600	0	100	0	400	0	1,500	2	1	500	0	0
B cross country	1600	0	100	0	400	0	1,500	2	1	500	0	0
G golf	3,700	0	0	0	0	0	2,400	1	1	0	0	0
B golf	3,400	0	0	0	50	0	2,400	1	1	0	0	0
G soccer	1,000	0	1,500	0	0	500	3,200	2	2	0	0	0
B soccer	NA	NA	NA	NA	NA	NA	NA	0	0	NA	NA	NA
G swimming	NA	NA	NA	NA	NA	NA	NA	0	0	NA	NA	NA
B swimming	NA	NA	NA	NA	NA	NA	NA	0	0	NA	NA	NA

**Total expenditures on T-25 and T-26 on the 2008-2009 year report due by April 15, 2009, should reflect the total money spent for funds 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)**

*Steve Adams*

Date: 03/31/09

Principal's Signature: \_\_\_\_\_

**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)			facilities improvements		publications (if sport-specific)	
	Expenditures		Expenditures		Expenditures		Expenditures			Expenditures		Expenditures	
	School	Booster	School	Booster	School	Booster	School	Booster	# of Coaches for all levels / # of Teams for all levels	School	Booster	School	Booster
G track	800	0	1,000	0	400	0	2,200	0	1 / 1	0	0	0	0
B track	800	0	1,000	0	400	0	2,200	0	1 / 1	0	0	0	0
G tennis	1,000	0	400	0	0	0	3,700	0	2 / 1	0	0	0	0
B tennis	1,000	0	400	0	0	0	3,700	0	2 / 1	0	0	0	0
G volleyball	1,800	0	1,000	0	900	0	3,500	0	2 / 3	0	0	0	0
B wrestling	NA	NA	NA	NA	NA	NA	NA	NA	0 / 0	NA	NA	NA	NA
G (list sport)	NA	NA	NA	NA	NA	NA	NA	NA	0 / 0	NA	NA	NA	NA
B football	16,600	5,000	1,900	500	0	1,500	18,700	0	4 / 2	0	0	0	1,500
G (list sport)	NA	NA	NA	NA	NA	NA	NA	NA	0 / 0	NA	NA	NA	NA
B (list sport)	NA	NA	NA	NA	NA	NA	NA	NA	0 / 0	NA	NA	NA	NA

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	\$124,500	31%
Girls	\$280,300	69%
<b>Total:</b>	<b>\$404,800</b>	<b>100%</b>

*Pick Adams*

Principal's Signature: \_\_\_\_\_

Date: 03/31/09



**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
<b>OPPORTUNITIES</b>			
Accommodation of Interest and Abilities			X
<b>BENEFITS</b>			
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			X
Tutoring			X
Any meals provided for home			X

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

Principal's Signature:       *Nick Adams*       Date: 03/31/09

SCHOOL NAME

West Carter HS

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.

COLUMN 1	COLUMN 2	COLUMN 3
ITEM FOR CORRECTION/ IMPROVEMENT	SUGGESTED CHANGE/ ACTIVITIES	SCHOOL YEAR, COMPLETION DATE OF CORRECTION FOR PROJECT
Install lights on soccer field.	Install lights on soccer field.	As money becomes available, hopefully by 2011.
Continue to have girls freshman volleyball team when numbers allow.	Girls volleyball freshman team.	Review each Fall.

Principal's Signature: Nick Adams

Date: March 31<sup>st</sup>, 2009