

# KHSAA TITLE IX <br> ANNUAL REPORT SUBMISSION <br> STATUS REPORT <br> 2009-2010 

KHSAA
Form T65

TO: KHSAA Member School Superintendents, Principals, and Athletic Directors
FROM: Brigid L. DeVries, Commissioner
Darren Bilberry, Assistant Commissioner
DATE: May 11, 2010

| School | Shawnee High School | Reviewed by | Gary W. Lawson |
| :--- | :--- | :--- | :--- |

The following is a status report regarding the required 2009-2010 Titie IX Annual Report submission of forms due into the KHSAA office by April 15, 2010. Appropriate KHSAA Audit Team personnel have reviewed these forms and the following is a summary of this review.

1. Checklist of Forms properiy 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 Interschoiastic 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) |


| Status |  |  |
| :---: | :---: | :---: |
| A. | X | 2009-2010 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. | X | According to the 2009-2010 data, the schooi appears to be meeting the standards established in: <br> $\square$ Test 1 (Athletic participation is proportionate to enrollment) <br> 图 Test 2 (History and continuing practice of program expansion) <br> $\square$ Test 3 (Fuil and effective accommodation of interesis and abilities) |
| E. | X | Other Recommendation and Comments: According to data and calculations submitted, the school is meeting the standard established in Test 2 for the provision of athletic opportunities. The responses on the T-3 form also indicate that the standard in Test 3 is being met. However, the responses on the T-3 form do not seem to be supported by the information from the most recent student athletic interest survey. In order to meet the standard established in Test 3, the indicated interest in girls swimming (24) and girls tennis (17) would need to be addressed for validity. In the area of benefits, total athletic spencing appears to be within acceptable parameters on both a percentage and per athlete basis. |

Brigid L. DeVries<br>Lexington, KY 40505

Shaping the Future

April 14, 2010

Dear Ms. DeVries,
This packets contains all the required Title IX reports due to the KHSAA on April 15 , 2010. The forms enclosed are...

GE-19 Verification of Title IX Compliance page 1 and 2
T-1 Accommodation of Interests and Ability Test 1
T-2 Accommodation of Interests and Ability Test 2
T-3 Accommodation of Interests and Ability Test 3
T-4 Accommodation of Interests and Ability Summary
T-35 Expenditure Chart
T-36 Expenditure Chart 2
T-41 Checklist-Overall Programs
T-60 Corrective Action Plan
T-63 Survey Summary of Responses

I will also like to add the following information for your consideration...
Form T60 shows are corrective action as being to get are coaches in the building as teachers and staff. Participation of students is the biggest battle we fight with our population, especially female athletes. When I first got involved with the athletic department 5 years ago, we were fighting the battle to get qualified coaches just to come to Shawnee. With our successes and with all the changes we have made in the past 5 years, getting qualified coaches is not as difficult. We have now changed our focus to getting qualified coaches who are also in the classroom and on staff to help are students all day, not just at practice and games.

What the T60 form does not show is all the improvements we have made in recent years from recommendations made by students, staff and the Title IX committee. In the past 5 years we have added Volleyball. In adding volleyball we bought volleyball equipment and uniforms, as well as upgrading our gym floor to be able to host volleyball games. With the help of Title IX, the girl's locker room was renovated, and is clearly the best locker room we have in the building. We hired new girl's basketballs coaches, and gave the girls an opportunity to learn from 3 coaches. The team also received new home and away uniforms. The softball team now has a batting cage in our small gym, as well as a practice field here at shawnee. The softball team was also bought new uniforms that were worn for games with cooler weather. The wrestling team had 5 females on the team this year. While it was not a first for a girl to be on the wrestling team here at Shawnee, it was a first for Shawnee to have a girl winning matches. Shawnee spent $\$ 610.26$ per female athlete, and $\$ 430.79$ per male athlete (including football). The complaints in the past were that the female athletes did not have the equipment that the males had. That has been corrected in the past several years. Unfortunately the females have not yet experienced the post season successes the males have, but that will come with time.

Participation by all students continues to be our focus (not just females). With our focus on getting all our coaches in the building, this will help by have our coaches encourage our students to participate, and it will help with the coaches encouraging the teachers to be a part of getting students to participate. While we still have a lot to do, we feel we are on the right track. We invite KHSAA to come to Shawnee High School anytime to see how much we have changed.


Toska Adams
Title IX Director
Assistant Athletic Director
Arts and Humanities Teacher

## KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION <br> 2009-2010 ANNUAL VERIFICATION OF TITLE IX PROCEDURES <br> (To be submitted by April 15, 2010 along with other required forms)

The $\qquad$ High School, $\qquad$ , Kentucky
(City)
(Name of High School) $\qquad$ Kant 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 (X). 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:

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

II. Scheduled a minimum of three meetings during the 2009-2010 school year on the following dates:

September 9, 2009
January 13, 2010
May 12, 2010
III. Designated the following persons) as the Title IX coordinator for the school:

| Name | Title | Address | Phone |
| :---: | :---: | :---: | :---: |
| Toska Adams | Assistant AD | 4018 W. Market St | $502-485-8326$ |

IV. Designated the following persons) as the Title IX coordinator for the district:

| Name | Title | Address | Phone |
| :---: | :---: | :---: | :---: |
| Jerry Wyman, CMAA | Director, Metro Athletics |  | $502-485-3331$ |

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.


## KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION 2009-2010 ANNUAL VERIFICATION OF TITLE IX PROCEDURES <br> (To be submitted by April 15, 2010 along with other required forms)

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

Name
Address
Phone
(Supt., Principal, Student, Parent, Coach, Etc.)

| Montrelle Irvine | 4018 W. Market St. | $485-8326$ | Boys Basketball Coach |
| :--- | :--- | :--- | :--- |
| Alisha Hughes | 4018 W. Market St | $485-8326$ | Student Athletic |
| Johnny Wright | 4018 W. Market St. | $485-8326$ | Student Athletic |
| Karen White | 4018 W. Market St. | $485-8326$ | Parent |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

II. Scheduled a minimum of three meetings during the 2009-2010 school year on the following dates:
$\square$
III. Designated the following person(s) as the Title IX coordinator for the school:

| Name | Title | Address | Phone |
| :---: | :---: | :---: | :---: |
|  |  |  |  |

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

| Name | Title | Address | Phone |
| :---: | :---: | :---: | :---: |
|  |  |  |  |

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20/6

## Superintendent Signature

School Board Chairpersons' Signature
(Send original copy to KHSAA - Maintain duplicate in Title IX school folder)

Participation Opportunities: Test One - Proportionality

|  |  | (Column 1) | (Column 2) | (Column 3) | (Column 4) |
| :---: | :--- | :---: | :---: | :---: | :---: |
|  | Program | Enrollment | Percentage of <br> Total <br> Enrollment | Number of <br> Interscholastic <br> Participants <br> (double and <br> triple count) | Percentage of <br> Total <br> Participation |
| Row 1 | GIRLS | 232 | $46 \%$ | 72 |  |
| Row 2 | BOYS | 268 | $54 \%$ | $26 \%$ |  |
| Row 3 | Totals | 500 | $100 \%$ | 272 | $74 \%$ |

Instructions:
*Number of $8^{\text {:h }}$ grade students \& below used in
Column 3 and Column 4 calculations: $\qquad$ 0

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 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 $8^{\text {th }}$ 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 $8^{\text {th }}$ 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: $\qquad$

ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART (FORM T-2)
PARTICIPATION OPPORTUNITIES: TEST TWO - PROGRAM EXPANSION

|  |  | Column 1 | Column 2 | Column 3 | Column 4 | Column 5 |
| :--- | :--- | :--- | :--- | :---: | :---: | :---: |
| Program | Number <br> of Teams <br> Currently <br> Offered | Number of <br> Participants | Number of <br> Teams Added <br> Since the <br> beginning of <br> the 2005-2006 <br> School Year | Current Number of <br> Participants for the <br> 2009-2010 school <br> year who are playing <br> on teams added <br> since the 2005-2006 <br> School Year | Percent of Total <br> Participation <br> By Sex Added <br> Since the <br> beginning of the <br> $2005-2006$ <br> School Year |  |
| GIRLS Row 1 | varsity: | 8 | 61 | 2 | 25 | 5 |

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.
6) Note: If the percentage of current participants added in the last five years is $25 \%$ or greater for the underrepresented sex (most likely girls), compliance with Test Two may be possible. If less than $\mathbf{2 5 \%}$, then compliance with Test Three should be analyzed. CAUTION: $25 \%$ is not a formal compliance standard.

Principal's Signature:


Date:
31415

2009-2010
ACCOMMODATION OF INTERESTS AND ABILITIES

## Participation Opportunities Test Three Full Accommodation

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

|  | GIRLS <br> (Yes / No) | BOYS <br> (Yes / No) |  |
| :--- | :--- | :--- | :--- |
| 1. Based on the responses from your most recent student <br> survey, is there sufficient interest to form a viable <br> interscholastic tearm for a sport not currently offered? If yes, <br> what sport? | No | No |  |
| 2. For a sport not currently offered at the varsity level, is there <br> sufficient interest based on your most recent Student Interest <br> Survey to form a viable team for an interscholastic freshman <br> team or junior varsity team? | No |  | No |
| 3. For a sport currently offered at the interscholastic Junior <br> Varsity or freshmen level, is there sufficient interest, based on <br> your most recent Student Interest Survey, to form a varsity <br> team? | No |  | No |
| 4. If you answered YES to question (1), (2), or (3), are there <br> enough high schools in the geographic area offering the sport <br> (at the appropriate level) to allow for the development of a <br> reasonable schedule of competition? |  |  |  |
| 5. If you answered YES to question (1), (2), (3), or (4), are <br> there enough high schools in the geographic area offering the <br> sport (at the appropriate level) to allow for the development of <br> a reasonable schedule of competition? |  |  |  |

Remember, test three - full accommodation means addressing the unmet interest of the underrepresented sex (most likely girls), not the overrepresented sex (most likely boys).

Plans to Address Interest: Highest amount of interest are in sports we currently have. We need to continue to recruit more students to participate in secondary sports that we currently have (Example: Golf and Swimming).


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: | 8 | 62 | 85\% |
| Row 2 | j.v.: | 2 | 11 | 15\% |
| Row 3 | frosh: | 0 | 0 | 0\% |
| Row 4 | total: | $10$ | 73 | $100 \%$ |
| Boys |  |  |  |  |
| Row 5 | varsity: | 8 | 129 | 65\% |
| Row 6 | j.v.: | 3 | 61 | 30\% |
| Row 7 | frosh: | 1 | 10 | 5\% |
| Row 8 | total: | $12$ | 200 | $100 \%$ |

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.




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.

|  | ADVANTAGE TO: |  |  |
| :--- | :---: | :---: | :---: |
| Areas of Compliance: | GIRLS' <br> PROGRAM | BOYS' <br> PROGRAM | NEITHER <br> PROGRAM |
| OPPORTUNITIES |  | X |  |
| Accommodation of Interest and Abilities |  |  | X |
| BENEFITS |  |  | $\mathbf{X}$ |
| Equipment and Supplies |  |  | $\mathbf{X}$ |
| Scheduling of Games and Practice Time |  |  | $\mathbf{X}$ |
| Travel and Per Diem Allowances |  |  | $\mathbf{X}$ |
| Coaching |  |  | $\mathbf{X}$ |
| Locker Rooms, Practice <br> and Competitive Facilities |  |  | $\mathbf{X}$ |
| Medicai and Training Facilities <br> and Services |  |  | $\mathbf{X}$ |
| Publicity |  |  |  |
| Support Services |  |  | $\mathbf{X}$ |
| Housing and Dining |  |  |  |
| Tutoring |  |  |  |
| Athletic Scholarships |  |  |  |

If an advantage/inequity is indicated, corrective action should be shown on the Corrective Action Plan, Form T-60.

Principal's Signature:
 Date: $\qquad$
SCHOOL NAM Shawnee High School

## DIRECTIONS:

## CORRECTIVE ACTION PLAN (FORM T-60)

| COLUMN 2 | COLUMN 3 |
| :--- | :---: |
| PLAN FOR SUGGESTED CHANGE | START DATE AND COMPLETION DATE OF |
| CORRECTIVE ACTION |  |

INTERSCHOLASTIC ATHLETICS

## School Year:

2009-2010

School Name:
Shawnee High School

## Enrollment

 (9-12 Grade):(SHOULD AGREE WITH FORM T-1, COLUMN 1, ROW 3)
Number of 9-11 Grade Students Surveyed:
Number of $8^{\text {th }}$ Grade Students Surveyed:
Date:
Completed By:
Toska Adams/Assistant Athletic Director

## 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. 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.

380 Number of Surveys
321 Total Returned (A minimum of $80 \%$ return is expected)
9-11 Grades Surveyed (Should be grades 9-11 and $8^{\text {th }}$ grade if school has a
$\qquad$ feeder system)

Who Administered The Survey?
How Was The Survey Administered?

Teachers
$9 / 10$ Team Leaders- $11^{\text {ti }} / 12^{\text {th }} 1^{\text {st }}$ Period Teachers

Give details on how it was administered and to which school group, Example: English classes, or all home rooms, etc. or advisee/advisor?)

KHSAA Sanctioned Fall Sports (List Total Number of Participation Responses)
9 Cross Country (Girls)
12 Cross Country (Boys)
82 Football (Boys)
3
Golf (Girls)
Golf (Boys)
Soccer (Girls)
Soccer (Boys)
Volleyball (Girls)

| 35 | Basketball (Girls) |
| :---: | :---: |
| 75 | Basketball (Boys) |
| 19 | Indoor Track (Girls) |
| 17 | Indoor Track (Boys) |
| 24 | Swimming \& Diving (Girls) |
| 19 | Swimming \& Diving (Boys) |
| 24 | Wrestling (Boys) |

## Spring Sport (List Total Number of Participation Responses)

61 Baseball (Boys)
52 . Fast Pitch Softball (Girls)
(17 Tennis (Girls)
20 Tennis (Buys)
geveruck (Girls)
21 Track (Buys)

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

| 48 |
| :---: |
| 15 |
| 90 |
| 6 |
| 44 |
| 24 |
| 11 |
| 10 |
| 46 |
| 13 |
| 28 |
| 8 |
| 0 |
| 52 |
| 0 | Archery

Field Hockey
Bowling
Gymnastics (Boys)
Gymnastics (Girls)
Ice Hockey Lacrosse (Boys) Lacrosse (Girls)
Rifle
Rodeo Slow Pitch Softball Volleyball (Boys)
Water Polo
Weightlifting
$0 \quad$ Other sports not listed $\qquad$

## Number of Students who participate in Intramural Sports

(From Student Survey T-61 Question 5)

| Sport | Number |
| :--- | :--- |
| Basketball | 17 |
| Track | 2 |
| Softball | 5 |
| Football | 6 |
| Skateboard | 1 |
| Golf | 1 |


| Sport | Number |
| :--- | :--- |
| Volleyball | 2 |
| Boxing | 1 |
| Soccer | 2 |
| Tennis | 1 |

## Participation in Non-School Sports Activities

(From Student Survey T-61 Question 7)

| Sport | Number |
| :--- | :--- |
| Basketball | 33 |
| Soccer | 4 |
| Football | 9 |
| Boxing | 3 |
| Tennis | 1 |
| Swimming | 1 |

## Reasons for not participating in interscholastic athletics

(From Survey Question 8)
$\frac{x}{\frac{x}{x}}$

I prefer other activities such as band, chorus, etc.
I don't have time
The practice schedules and game times are
inconvenient
$\frac{\mathrm{x}}{\mathrm{x}}$

The sport I like isn't offered
It's too expensive
I prefer to participate in club or intramural sports
Working
$\frac{\mathrm{x}}{\mathrm{x}}$ Other:

## Student Suggestions to encourage participation

Schedule practices at different times so we can play more then 1 sport
Provide Food after practice
Allow students to play more then one sport


