

KHSAA TITLE IX

TO: KHSAA Member School Superintendents, Principals, and Athletic Directors
FROM: Brigid L. DeVries, Commissioner
Darren Blberry, Assistant Commissioner
DATE: April 22, 2010

| School | South Laurel High School | Reviewed by | Gary W. Lawson |
| :--- | :--- | :--- | :--- |

The following is a status report regarding the required 2009-2010 Title IX Annual Report submission of forms due into the KHSAA office by April 45,2010 . Appropriate KHSAA Audit Team personnel have reviewed these forms and the following is a summary of this review.

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

| X | GE 19 (Annual Verification) | X | T-35 (Budget Expenses) |
| :---: | :--- | :---: | :--- |
| X | $\mathrm{T}-1$ (Summary Program Chart 1) | X | T-36 (Budget Expenses) |
| X | $\mathrm{T}-2$ (Summary Program Chart 2) | X | T-41 (Checklist - Overal Interscholastic Program) |
| X | $\mathrm{T}-3$ (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 school appears to be meeting the standards established in: <br> $\square$ Test 1 (Athletic participation is proportionate to enrollment) <br> $\square$ Test 2 (History and continuing practice of program expansion) <br> 区 Test 3 (Full and effective accommodation of interests and abilities) |
| $E$. | $X$ | Other Recommendation and Comments: According to data and responses submitted, the school is currently meeting the standard established in Test 3 for provision of athletic opportunities. The responses given on the T-3 form appear to be supported by the information on the most recent student athletic interest survey. In the area of benefits, the data indicates that total athletic spending is within acceptable parameters. |

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KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION 2009-2010 ANNUAL VERIFICATION OF TITLE IX PROCEDURES
(To be submitted by April 15, 2010 along with other required forms)
The $\qquad$ High School, $\qquad$ Kentucky
(City)
(Name of Hign School) 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 fasks:

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

| Name | Address | Phone | Title <br> (Supt., Principal, Student, Parent, Coach, Etc.) |
| :--- | :---: | :---: | :---: |
| Regina Bishop | 1409 Hwy 3434 | $606-843-2941$ | Principal |
| Konnie Syder | 3329 South Laurel rd | $606-878-0469$ | Coach |
| Keith Gilbert | 299 Spring Gate Dr | $606-864-7021$ | Athletic Director |
| Elizabeth Tapley | 2397 South Laurel rd | $606-657-2554$ | Parent |
| Bud Stuber | 75 Club Estates rd | $606-864-9219$ | Board Member |
| Tish Walker | 106 Elmer Estate | $606-862-2647$ | Student |
| Mathew Gilbert | 299 Spring Gate Dr | $606-864-7021$ | Student |

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

December 9, 2009
February $3^{\text {rd }}, 2010$
April 2, 2010
1II. Designated the following person(s) as the Titie IX coordinator for the schocl:

| Name | Title | Address | Phone |
| :---: | :---: | :---: | :---: |
| Keith Gilbert | Athletic Director | 299 Spring Gate Drive | $606-864-7021$ |

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

| Name | Title | Address | Phone |
| :---: | :---: | :---: | :---: |
| Randy Leger | District AD | 3900 Somerset RD | $606-864-2631$ |

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


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 | 621 | $50 \%$ | 172 | 46 |
| Row 2 | BOYS | 613 | $50 \%$ | 200 | 54 |
| Row 3 | Totals | 1234 | $100 \%$ | 372 | $100 \%$ |

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

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 quil 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.

Date:


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

|  |  | Column 1 | Column 2 | Colurnn 3 | Column 4 | Column 5 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Program |  | Number of Teams Currently Offered | Number of Participants | Number of Teams Added Since the beginning of the 2005-2006 School Year | Current Number of Participants for the 2009-2010 school year who are playing on teams added since the 2005-2006 School Year | Percent of Total Participation By Sex Added Since the beginning of the 2005-2006 School Year |
| GIRLS Row 1 | varsity: | 8 | 112 | 0 | 0 |  |
| Row 2 | j.v.: | 4 | 36 | 0 | 0 |  |
| Row 3 | frosh: | 2 | 24 | 1 | 12 |  |
| Row 4 | total: | 14 | 172 | 1 | 12 | 70 |
| BOYS Row 5 | varsity: | 8 | 115 | 0 | 0 |  |
| Row 6 | j.Y.: | 4 | 57 | 0 | 0 | 8 |
| Row 7 | frosh: | 2 | 28 | 0 | 0 |  |
| Row 8 | total: | 14 | 200 | 0 | 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 ,
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 $25 \%$, then compliance with Test Three should be analyzed. CAUTION: $25 \%$ is not a formal compliance standard.


Date


## Levels of Competition Test One



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:


Date:



[^0]2009-2010
ACCOMMODATION OF INTERESTS AND ABILITIES SUMMARY PROGRAM CHART (FORM T-3)

Participation Opportunities Test Three Full Accommodation
FOR ANY QUESTION ANSWERED "YES"IDENTIFY THE RESPECTIVE SPORT(S).

|  | GIRLS | BOYS |
| :--- | :---: | :---: | :---: |
| (Yes / No) |  |  |

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:


Date:


2009-2010

Participation Opportunities Test Three Full Accommodation
FOR ANY QUESTION ANSWERED "YES"IDENTIFY THE RESPECTIVE SPORT(S).

|  | GIRLS <br> (Yes / No) | BOYS |
| :--- | :---: | :---: | :---: |
| (Yes / No) |  |  |

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:


2009-2010 KHSAA TITLE IX ATHLETICS AUDIT (Form T-41) 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.

|  | ADVANTAGE TO: |  |  |
| :---: | :---: | :---: | :---: |
| Areas of Compliance: | GIRLS' PROGRAM | $\begin{aligned} & \text { BOYS' } \\ & \text { PROGRAM } \end{aligned}$ | NEITHER PROGRAM |
| OPPORTUNITIES | 動 |  |  |
| Accommodation of Interest and Abilities |  |  | x |
| BENEFITS |  |  |  |
| Equipment and Supplies |  |  | x |
| Scheduling of Games and Practice Time |  |  | x |
| Travel and Per Diem Allowances |  |  | $\mathbf{x}$ |
| Coaching |  |  | x |
| Locker Rooms, Practice and Competitive Facilities |  |  | x |
| Medical and Training Facilites and Services |  |  | x |
| Publicity |  |  | x |
| Support Services |  |  | x |
| Housing and Dining |  |  | n/a |
| Tutoring |  |  | n/a |
| Athietic Scholarships |  |  | n/a |

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


## DIRECTIONS:

2009-2010 TITLEIX

## CORRECTIVE ACTION PLAN <br> (FORM T-60)

South Laurel

## SCHOOL NAME________

SCHOOL NAME________
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, 2010.

|  | W6ximeoyr |  |
| :---: | :---: | :---: |
| SPECIFIC ITEM FOR CORRECTION/IMPROVEMENT | PLAN FOR SUGGESTED CHANGE | START DATE AND COMPLETION DATE OF CORRECTIVE ACTION |
| Team and Individual recognition signs to display schedules and accomplishmentsthese sians will be nosted at each niaving | Construct boards at each field for this display. *committee recommendation | 20010-11 |
| Site for each sport. |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
| Principal's Signature:$\qquad$ $0 \leq 2 x_{2}-1$ Date: $4 / 14 / 10$$\qquad$ |  |  |


|  | 2009-2010 |  |
| :--- | :--- | :---: |
| School Year: | South Laurel High School |  |
|  | Enrollment |  |
|  | (9-12 Grade): |  |
| (SHOULD AGREE WITH FORM T-1, COLUMN 1, ROW 3) |  |  |

Number of 9-11 Grade Students Surveyed: 1234

| Date: | $04 / 26 / 2010$ |
| :--- | :--- | :--- |
| Completed By: | Keith Gilbert |

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.

## 1320 Number of Surveys

$90-1$
Total Returned (A minimum of $80 \%$ return is expected)
$10^{\text {th }}$ Grades Surveyed (Should be grades 9-11 and $8^{\text {th }}$ grade if school has a feeder system)

Who Administered The Survey?
English teachers
How Was The Survey Administered?
English Classes
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)


| Sport <br> Archery | Number |
| :--- | :--- |
|  |  |
|  |  |
|  |  |

## Participation in Non-School Sports Activities

(From Student Survey T-61 Question 7)

| Sport | Number |
| :--- | :--- |
| Soccer | 31 |
| Baseball | 29 |
| Softball | 22 |
| Basketball | 45 |
|  |  |
|  |  |

## Reasons for not participating in interscholastic athletics

(From Survey Question 8)
43 I prefer other activities such as band, chorus, etc.
166 I don't have time
22 The practice schedules and game times are inconvenient
8 The sport I like isn't offered
73 It's too expensive
10 I prefer to participate in club or intramural sports
194 Working
Other:

## Student Suggestions to encourage participation

 Less ExpensiveMake more fun


Meeting was called to order by Keith Gilbert
Members present: Keith Gilbert, Konnie Snyder, Elizabeth Tapley, Regina Bishop, Student representatives: Tish Walker and Matthew Gilbert

Keith Gilbert was elected to Chairman and Elizabeth Tapley was elected to secretary.
Review and discussion of minutes conceming cheerleading banner. After discussion a decision was made to display cheer picture in hallway and banner in gym.

Meeting adjourned.

Meeting was calied to order by Keith Gilbert
Members present: Keith Gilbert, Konnie Snyder, Elizabeth Tapley and Charles Stuber.
Discussion of Boy/Girl Soccer schedule and they are comparable, possible tournaments for both teams.

Discussion for display of schedules at the football/soccer field and how to honor athletes.
Retired jerseys should be displayed at the appropriate venue and should be retired during the season of the sport of the retired jersey.

Discussion of banner policy for all athletic venues.
Discussion of creating nomination form for the retirement of a jersey.
Meeting adjourned.

# South Laurel High School 

 Title IX MeetingApril 2, 2010

Meeting was called to order by Keith Gilbert
Members present: Keith Gilbert, Konnie Snyder, Elizabeth Tapley, Regina Bishop, Student representatives: Tish Walker and Matthew Gilbert

Discussion of minutes concerning retired jerseys.
Discussion of use of facility of weight room located in football locker room. Discussed methods of multiple sport teams ultilizing weight equipment.

Discussion of track facility.
Meeting adjourned.


[^0]:    Principal's Signature:

