



**KHSAA TITLE IX
ANNUAL REPORT SUBMISSION
STATUS REPORT
2010-2011**

KHSAA
Form T65
Revised
3/2011

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

FROM: Julian Tackett, Commissioner
Darren Bilberry, Assistant Commissioner

DATE: May 5, 2011

School	Lexington Christian Academy	Reviewed by	Kathy Johnston
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The following is a status report regarding the required 2010 - 2011 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2011. 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)	na	T-63 (Interscholastic Survey Results)

II. Status

A.	x	2010– 2011 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 2010-2011 data, the school appears to be meeting the standards established in: <input 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.	x	Other Recommendation and Comments: According to the data and responses submitted, it appears the school is meeting the standard of Test 3 for the provision of athletic opportunities. In the area of benefits, total athletic spending is well outside the acceptable parameters both on a percentage and per athlete basis. This disparity should be reviewed by the Gender Equity Committee with necessary administrative oversight in the monitoring of the expenditure process.

KHSAA Emailer

select ademail as email_address,school as email_name from KHSAA_Schools,KHSAA.KHSAA_new_email_checked_schools where KHSAA_Schools.id=KHSAA.KHSAA_new_email_checked_schools.id AND KHSAA_new_email_checked_schools.user="dbilberry@khsaa.org" AND member="T" and (ademail is not null and ademail <> "") order by school

select prinemail as email_address,school as email_name from KHSAA_Schools,KHSAA.KHSAA_new_email_checked_schools where KHSAA_Schools.id=KHSAA.KHSAA_new_email_checked_schools.id AND KHSAA_new_email_checked_schools.user="dbilberry@khsaa.org" AND member="T" and (prinemail is not null and prinemail <> "") order by school

select superemail as email_address,school as email_name from KHSAA_Schools,KHSAA.KHSAA_new_email_checked_schools where KHSAA_Schools.id=KHSAA.KHSAA_new_email_checked_schools.id AND KHSAA_new_email_checked_schools.user="dbilberry@khsaa.org" AND member="T" and (superemail is not null and superemail <> "") order by school

- Below is a simulation of how your email will appear.
- You can manually modify the list of addressees in the "To:" box by deleting undesired addressees or adding new ones, one per line.
- You can modify the email subject in the "Subject:" box.
- When you're ready to send your email press the "Send" button. Do not close your browser window while emails are being sent.

From:	"Darren Bilberry, KHSAA" <dbilberry@khsaa.org>
To:	"Lexington Christian"<ctemple@lexingtonchristian.org> "Lexington Christian"<khall@lexingtonchristian.org> "Lexington Christian"<headmastersoffice@lexingtonchristian.org> kathy.johnston@bourbon.kyschools.us
Subject:	Lexington Christian Academy 2010-2011 Annual Title IX
<input type="button" value="Send Email"/>	
<p>Enclosed please find a copy of Form T-65, the <u>2010-2011 KHSAA Title IX Annual Submission Status Report</u>. In addition, you may find an attachment with corrected copies of the forms submitted by your school personnel.</p> <p>Also, KHSAA Audit Team Members may have requested the resubmission of some of the 2010-2011 Annual Report Forms or need additional information on your athletic programs. Please submit this information by the date requested if this is applicable. Copies of all KHSAA Title IX documents must be kept current and included in your permanent Title IX File at the school. All documents are subject to Open Records Requests.</p> <p>Should you need any further information, please do not hesitate to contact the appropriate Title IX Auditor listed on the T-65 form or Darren Bilberry at anytime. Thank You.</p> <p>Darren Bilberry Assistant Commissioner Kentucky High School Athletic Association Telephone- 859-299-5472 Fax: 859-293-5999 E-Mail: dbilberry@khsaa.org</p>	

- **attachment; filename="Lexington Christian Academy.doc"**

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To: "Darren Bilberry, KHSAA" <dbilberry@khsaa.org>
Subject: Copy: Lexington Christian Academy 2010-2011 Annual Title IX Report- St
From: "Darren Bilberry, KHSAA" <dbilberry@khsaa.org>
Date: Fri, 13 May 2011 10:29:46 -0400 (EDT)

Attachment: Lexington Christian Academy.doc

Enclosed please find a copy of Form T-65, the 2010-2011 KHSAA Title IX Annual Submission Status Report. In addition, you may find an attachment with corrected copies of the forms submitted by your school personnel.

Also, KHSAA Audit Team Members may have requested the resubmission of some of the 2010-2011 Annual Report Forms or need additional information on your athletic programs. Please submit this information by the date requested if this is applicable. Copies of all KHSAA Title IX documents must be kept current and included in your permanent Title IX File at the school. All documents are subject to Open Records Requests.

Should you need any further information, please do not hesitate to contact the appropriate Title IX Auditor listed on the T-65 form or Darren Bilberry at anytime. Thank You.

Darren Bilberry
Assistant Commissioner
Kentucky High School Athletic Association
Telephone- 859-299-5472
Fax: 859-293-5999
E-Mail: dbilberry@khsaa.org



KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
2010-2011 ANNUAL VERIFICATION OF TITLE IX PROCEDURES

APR 28 2011 GE19
REV. 10/10

(To be submitted by April 15, 2011 along with other required forms)

The Lexington Christian Academy High School, Lexington, 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:**

I. 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.)
See attachment			

II. Scheduled a minimum of three meetings during the 2010-2011 school year on the following dates:

9/3/10, 2/18/11, 3/25/11, 4/15/11

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

Name	Title	Address	Phone
Paige Patterson-Grant	GEC Coordinator	520 Cave Spring Drive Nicholasville, KY 40356	859-881-1415

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

Name	Title	Address	Phone
N/A			

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.

Keith Hall
 Principal's Signature

April 15 2011
 Date

[Signature]
 Superintendent Signature

[Signature]
 School Board Chairpersons Signature

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

LCA Title IX

Gender Equity Committee Members 2010 -2011

Name	Role(s)	Email - address	Home Phone	Work Phone	9/3/10 Attend	2/18/11 Attend	3/25/11 Attend	4/15/11 Attend
Paige Patterson-Grant	Parent, GEC Coordinator	paigegrant@yahoo.com 520 Cave Spring Drive Nicholasville, KY 40356	881-1415 552-4284 (cell)	552-4284 (cell)	X	X	X	X
Charlie Temple	Athletic Director	ctemple@lexingtonchristian.org	858-4831	422-5766	X	X	X	X
Gina Covington	Athletic Financial Coordinator, Girl's Coach Parent	gcovington@lexingtonchristian.org	533-5757	422-5743				X
Keith Galloway	Assistant Principal, Boy's Coach Parent	kgalloway@lexingtonchristian.org	971-3430	422-5764				X email
Evan Grant	Junior Student Athlete	egrant54@gmail.com	492-7103 (cell)	--				X email



**2010-2011
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART (Form T-1)**

KHSAA Form T1
Rev. 10/10

Participation Opportunities: Test One - Proportionality

		(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	207	48%	189	39%
Row 2	BOYS	228	52%	292	61%
Row 3	Totals	435	100%	481	100%

Instructions:

*Number of 8th grade students & below used in Column 3 and Column 4 calculations:
boys=32; girls=65

- 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: Keith Kelly Date: 4.15.11



**2010-2011
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 of Teams Currently Offered	Number of Participants	Number of Teams Added Since the beginning of the 2006-2007 School Year	Current Number of Participants for the 2010-2011 school year who are playing on teams added since the 2006-2007 School Year	Percent of Total Participation By Sex Added Since the beginning of the 2006-2007 School Year
GIRLS Row 1	varsity:	9	114	0	0	
Row 2	j.v.:	5	65	0	0	
Row 3	frosh:	2	10	1	10	
Row 4	total:	16	189	1	10	5%
BOYS Row 5	varsity:	9	164	0	0	
Row 6	j.v.:	5	88	1	10	
Row 7	frosh:	3	40	2	27	
Row 8	total:	17	292	3	37	13%

- 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.**

Principal's Signature: Keith Hill Date: 4.15.11



**2010-2011
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART (FORM T-3)**

KHSAA Form T3
Rev. 10/10

Participation Opportunities Test Three Full Accommodation

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

	GIRLS (Yes / No)		BOYS (Yes / No)
1. Based on the responses from your most recent student survey, is there sufficient interest to form a viable interscholastic team for a sport not currently offered? If yes, what sport?	No		No
2. For a sport not currently offered at the varsity level, is there sufficient interest based on your most recent Student Interest Survey to form a viable team for an interscholastic freshman team or junior varsity team?	No		No
3. For a sport currently offered at the interscholastic Junior Varsity or freshmen level, is there sufficient interest, based on your most recent Student Interest Survey, to form a varsity team?	No		No
4. If you answered YES to question (1), (2), or (3), 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?	---		---
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?	---		---

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:

Lexington Christian Academy's current focus is to increase participation in the current offering of teams. We also plan to form club teams for both girls and boys as interest arises.

Principal's Signature : *Rachel Hill* Date: 4.15.11



**2010-2011
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART (FORM T-4)**

KHSAA Form T4
Rev. 10/10

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:	9	114	60%
Row 2	j.v.:	5	65	35%
Row 3	frosh:	2	10	5%
Row 4	total:		189	100%
Boys				
Row 5	varsity:	9	164	56%
Row 6	j.v.:	5	88	30%
Row 7	frosh:	3	40	14%
Row 8	total:		292	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: Keith Hill Date: 4.15.11



2010-2011

**ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 1 --(FORM T-35)
TO INCLUDE BOOSTER CLUB FUNDING**

KHSAA Form T-35
REV. 10.10

Sports	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	School
G basketball	85	0	4693	0	675	0	11041	4/2	0	0	0	0	0
B basketball	582	62	3221	4956	1843	0	15583	11/3	0	0	0	0	2696
G softball	500	0	0	0	325	0	7000	2/2	0	356	0	0	0
B baseball	8156	2702	121	0	1725	5060	13708	6/3	0	3853	0	0	0
G cross country	412	0	0	0	39	0	1750	1/1	0	0	0	0	0
B cross country	412	0	0	0	39	0	1750	1/1	0	0	0	0	0
G golf	1424	0	0	0	4	0	3000	1/1	0	0	0	0	0
B golf	2079	0	1672	0	129	0	4000	2/1	0	0	0	0	0
G soccer	4447	0	0	0	382	0	13170	3/1	0	1312	0	0	0
B soccer	1309	0	0	0	1791	56	13205	4/2	0	1312	0	0	0
G swimming	48	136	0	0	7	0	2000	2/1	0	0	0	0	0
B swimming	48	136	0	0	7	0	2000	2/1	0	0	0	0	0

1. Total expenditures on T-35 and T-36 on the 2010-2011 year report due by April 15, 2011 of each school year, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2009-2010 ending June 30, 2010.

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: *Aritha Poff*

Date: 4.15.11



**ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2 - (Form T36)
TO INCLUDE BOOSTER CLUB FUNDING**

2010-2011

KHSAA Form T36
REV. 10/10

Sports	Equipment and supplies		Travel		Awards		Coaches' salaries (to include supplemental and extended employment; <i>dollar amount required</i>)			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	School	Booster
G track	3798	0	0	0	796	1128	3950	3/1	0	0	0	0	0	0
B track	3798	0	0	0	796	1128	3950	3/1	0	0	0	0	0	0
G tennis	747	1149	0	0	339	0	8819	2/2	0	0	0	0	0	0
B tennis	368	1149	0	0	17	0	4677	2/2	0	0	0	0	0	0
G volleyball	1276	0	0	0	376	0	10502	2/2	0	0	0	0	0	0
B wrestling	n/a													
G (list sport)	n/a													
B football	16286	0	1850	600	2900	1185	31500	8/3	6228	0	5203	0	0	0
G (list sport)														
B (list sport)														

- Total expenditures on T-35 and T-36 on the 2010-2011 year report due by April 15, 2011, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2009-2010 ending June 30, 2010.
- 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	\$175,848.00	67.24%
Girls	\$85,686.00	32.76%
Total:	\$261,534.00	100%

Principal's Signature: *Keith Fell* Date: 4.15.11



**2010-2011 KHSAA TITLE IX ATHLETICS AUDIT (Form T-41)
Checklist - Overall Interscholastic Athletics Program**

KHSAA Form T-41
Rev. 10/10

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			X
BENEFITS			
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
Housing and Dining			X
Tutoring			X
Athletic Scholarships			N/A

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

Principal's Signature: Keith Dell Date: 4.15.11



SCHOOL NAME
Lexington Christian Academy

**2010-2011 TITLE IX
CORRECTIVE ACTION PLAN
(FORM T-60)**

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, 2011.

COLUMN 1	COLUMN 2	COLUMN 3
SPECIFIC ITEM FOR CORRECTION /IMPROVEMENT	PLAN FOR SUGGESTED CHANGE	START DATE AND COMPLETION DATE OF CORRECTIVE ACTION
1. Accommodation of Interests and Abilities	Provide clinic for boys lacrosse as club offering.	Review offering of boys lacrosse as a club sport. <ul style="list-style-type: none"> • 3/23/11 – Boys lacrosse may be added as a club sport, if enough interest is expressed during clinics to be held in Spring 2011.

<p>2. Scheduling of Games and Practice Times</p>	<p>Schedule baseball and softball games that allow for overnight trips, if program participants agree to travel.</p>	<p>Review baseball and softball game schedules to ensure game sites meet needs of teams.</p> <ul style="list-style-type: none"> • 3/8/07 – Boys baseball team scheduled Spring Break trip to participate in Florida tournament. Parents paid for trip. Girls softball team was offered opportunity to schedule Spring Break trip, but elected to not participate due to costs and time commitment. Both teams will be offered similar opportunities again next year. • 4/3/09 – Boys baseball team trip scheduled for weekend double headers in Alabama instead of week-long trip. Girls softball team overnight trip scheduled. Continue to monitor. • 4/12/10 – Boys baseball team took Spring Break trip to participate in Florida tournament. Parents paid for trip through baseball fees and out of pocket expenses. Girls softball team was offered opportunity to schedule Spring Break trip, but elected to not participate due to costs and time commitment. Both teams will be offered similar opportunities again next year. Continue to monitor. • 4/11/11 – Boys baseball team took Spring Break trip to participate in Florida tournament. Parents paid for trip through baseball fees and out of pocket expenses. Girls softball team was offered opportunity to schedule Spring Break trip, but elected to not participate due to costs and time commitment. Both teams will be offered similar opportunities again next year. Continue to monitor.
<p>3. Game and Practice Uniforms</p> <p>Game and practice uniforms should be equitably distributed among teams and be of similar quality.</p>	<p>No action items to track at this time.</p>	
<p>4. Coaches</p>	<p>No action items to track at this time.</p>	

<p>5. Facilities</p> <p>Locker rooms should be available to all teams, as needed.</p>	<p>Ensure that when locker rooms are built at the LCA High School campus that boys and girls facilities are similar in accommodations.</p>	<p>As funds become available, facilities will be built which includes locker rooms. The long-term plan is to have locker rooms within 5 years.</p> <ul style="list-style-type: none"> • 4/13/05 – Validate use of locker rooms for both boys' and girls' soccer programs (neither have locker rooms, based on coach's survey feedback) • 10/24/05 – Soccer teams use classrooms as interim. • 3/8/07 – Soccer programs share an external building near soccer fields for equipment. • 4/10/08 – Continue to monitor facility improvements as funds become available. Lower level locker rooms should be updated equitably for both girl and boy team usage. • 4/3/09 – Continue to monitor facility improvements as funds become available. Lower level locker rooms should be updated equitably for both girl and boy team usage, if any improvements occur. • 4/12/10 – Facility improvements are underway for locker rooms. Completion is scheduled for 2010-2011 school year for team usage. • 3/23/11 – CLOSED as completed.
<p>Coaches survey comments considered.</p>	<p>Additional locker rooms requested.</p> <p>Auxiliary gym completed.</p>	<ul style="list-style-type: none"> • 4/1/05 – Continue to need additional locker room and storage facilities for teams not using gym; to be provided as funding becomes available. • 3/28/06 – Provide when funding is available. • 3/8/07 – Same status. • 4/10/08 – Same status. • 4/3/09 – Same status. • 4/12/10 – Improvements underway. • 3/23/11 – CLOSED as completed. • 4/13/05 – Upgrade to floor to be made available for 2005-2006 school year. • 3/28/06 – Provide when funding is available. • 3/8/07 – Same status. • 4/10/08 – Same status. • 4/3/09 – Same status. • 4/12/10 – No update. • 3/23/11 – CLOSED as completed.

<p>Softball and baseball stadiums needed.</p>	<p>Lights for baseball field requested.</p>	<ul style="list-style-type: none"> • 4/1/05 – Funding still needed to provide lighting. • 3/28/06 – Provide when funding is available. • 3/8/07 – Baseball & softball boosters raised funds to light both fields. They were installed and available for use this school year. In addition, the soccer field used by both boys & girls will be getting lights this school year. • 4/10/08 – Lights in use for both girls softball and boys baseball. CLOSED • 4/3/09 – Baseball has greater burden of debt to repay due to limited softball parent involvement. • 4/12/10 – No update. • 3/23/11 – CLOSED as completed; funding restructured for both softball and baseball field lights.
<p>Softball and baseball stadiums needed.</p>	<p>Ensure that when new baseball stadium is considered that equitable facility updates are made to the softball field.</p>	<p>As funds become available, baseball and softball stadium facilities will be built. The long-term plan is to have both new stadiums within 5 years.</p> <ul style="list-style-type: none"> • 3/23/11 – Baseball stadium plans and construction have begun. Softball stadium planning activities have been discussed with the LCA Board and LCA Athletic Committee.

6. Budget

Budgets including booster club funding should be distributed equitably among all teams, as the sport needs.

Monitor the expenditures for similar sports so that over spending does not lead to inequities.

- Athletic Director's office to monitor team expenditures throughout each academic school year.
- 4/12/06 – Additional explanation requested from 2004-2005 submission:
Overall percentage of total expenditures is 34% vs 66%. Football facilities improvements of \$23,600 were completed, including track around field for Girls & Boys Track Team usage. Removing this amount from the total expenses since several teams benefit would show that average amounts spent per male and female athlete are close: \$378 vs \$335 (\$81,000/216 vs \$53,000/158).
 - 3/8/07 – Athletic Office review of financials indicates budget structure is effective.
 - 11/8/07 – KHSAA onsite audit team reviewed funding and suggested continued monitoring of the booster spending.
 - 4/10/08 – Athletic spending continues to be closely monitored by the Athletic Dept.
 - 4/3/09 - Overall percentage of total expenditures is 34% vs 66%. Show that average amounts spent per male and female athlete are close: \$378 vs \$335 (\$81,000/216 vs \$53,000/158).
 - 4/12/10 – No update.
 - 3/23/11 – CLOSED with updated process for budget tracking within the Athletic Department, Athletic Committee, and the Booster Reps.

7. Publicity / Support Services

Award policy should be reviewed regularly and include all types of awards presented to athletic teams and participants.

Ensure banner displays are included in the awards policy.

Update awards policy to include banner displays.

- 11/8/07 – KHSAA onsite audit team requested the award policy be updated to include the display of banners. They also recommended the policy state who and when an athlete or team will be honored with banners, awards, and other recognition. A copy of the policy should be provided to all head coaches and placed in school's Master Title IX File.

- 2/5/08 – discussed award policy at GEC meeting; mailed to KHSAA, as requested; copy placed in the school file; available to coaches. CLOSED
- 4/3/09 – Hall of Fame policy revamped.
- 4/12/10 – No update.
- 3/23/11 – CLOSED.

Support Services should be equitable for girls and boys teams, including use of pep band, dance team, and mascot.

Establish a schedule for the different support programs, including cheerleading squads, pep band, dance team, and mascot.

Establish a schedule for the different support services for girls and boys basketball, volleyball, football, etc.

- 11/8/07 – KHSAA onsite audit team recommended having a schedule for the cheerleading squad, pep band, dance team, and mascot.
- 4/10/08 – discussed at GEC meeting; will create a policy stating how support services will be available equitably for girls and boys teams.
- 4/3/09 – Continue to monitor.
- 4/12/10 – No update.
- 3/23/11 – CLOSED.

CLOSED FROM PREVIOUS YEARS (1999 – 2009)

COLUMN 1 ITEM FOR CORRECTION / IMPROVEMENT	COLUMN 2 SUGGESTED CHANGE / ACTIVITIES	COLUMN 3 TIME TABLE FOR CORRECTIVE ACTION / COMPLETION
<p>1. Accommodation of Interests and Abilities</p> <p>Since the female participation rates are lower than the male participation rates, we must increase the sports offered to females and encourage additional female participation in all of the athletics offered.</p>	<p>Allow 7th & 8th graders to practice with JV & V teams and be managers for the JV & V, even if they do not participate in games.</p> <p>Add JV girls tennis program.</p> <p>Continue girls golf program.</p> <p>Expand additional sports into middle school.</p>	<p>Discuss with Athletic Director and Athletic Committee.</p> <ul style="list-style-type: none"> • 2/17/05 – GEC Student members' recommendation. • 4/1/05 – Address during May 2005 Athletic Committee meeting. • 10/24/05 – Volleyball Team did this. Only non-contact sports can do this, per KHSAA rules. CLOSED <p>Add JV girls tennis program in 2006-2007 school year.</p> <ul style="list-style-type: none"> • 3/8/07 – Increases interest in spring 2007 allowed for JV tennis team. New tennis courts on LCA campus allowed for practice and game times to be scheduled. • 4/10/08 - Girls' JV Tennis was again offered in 2007-2008, and the participation doubled. It will again be offered next year. CLOSED • 4/3/09 – Large group of JV Tennis players fielded this year. CLOSED <p>Ensure interest continues in 2007-2008 school year for girls golf.</p> <ul style="list-style-type: none"> • 3/8/07 – Interest and skill level of current girls golf team is declining. It will be offered next year and coach is actively seeking interested girls, including Jr High, to continue program. • 4/10/08 – Varsity golf program continues. CLOSED <p>Discuss with Athletic Director and Athletic Committee.</p> <ul style="list-style-type: none"> • 2/17/05 – GEC Student members' recommendation. • 4/1/05 – Address during May 2005 Athletic Committee meeting. • 10/24/05 – Teams/Coaches are looking into providing more intramurals at the middle school. • 3/28/06 – Students on GEC agree this is helping increase interest in the sports. • 3/8/07 – Jr High volleyball program began this school year. Jr High soccer program continued.

	<p>Add JV girls soccer program.</p>	<ul style="list-style-type: none"> • 4/10/08 – Middle school programs were again offered. CLOSED • Add JV girls soccer program in 2004-2005 school year. • 4/13/05 – Girls' JV Soccer was offered in 2004-2005, but not enough girls signed up, so team not formed; it will be offered again in 2005-2006. • 10/24/05 – Girls' JV Soccer was again offered in 2005-2006, but there was not enough interest to field a team. It will again be offered next year. • 3/8/07 - Girls' JV Soccer was again offered in 2006-2007, but there was not enough interest to field a team. It will again be offered next year. Additional interest is foreseen since Jr High participation was high. • 4/10/08 - Girls' JV Soccer was again offered in 2007-2008, but there was not enough interest to field a team. It will again be offered next year. Continue to monitor. • 4/3/09 - Girls' JV Soccer was again offered in 2008-2009, but there was not enough interest to field a team. A new coach has sparked additional interest for a team to be fielded next year. Continue to monitor. <p>4/12/10: Girls JV Soccer Team fielded 15 athletes this year. CLOSED.</p>
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<p>2. Scheduling of Games and Practice Times</p> <p>Provide more 'prime time' opportunities for girls sports to perform/play.</p>	<p>Schedule games for basketball and soccer contests that allow for more 'prime time' opportunities for girls' sports, for example, Friday or Saturday games. These should not always be the first game of the evening either, but should follow the boys' varsity or girls' junior varsity.</p> <p>Schedule girls basketball games for Friday &/or Saturday nights</p>	<p>Continue work with Region 11 programs.</p> <ul style="list-style-type: none"> 4/1/05 – Double headers are scheduled for basketball games (girls & boys). CLOSED. <p>Increase number of weekend girls basketball games.</p> <ul style="list-style-type: none"> 3/8/07 – Girls basketball coach is working on schedule that has 40% of the girls games held on Friday or Saturday evenings. 2/5/08 – KHSAA onsite audit team noted that 50% of the girl's basketball games were played on prime dates in 2006-2007. CLOSED 4/3/09 – 4 of 7 girls home games were prime time. CLOSED
<p>Ensure adequate practice times and gym availability is equal between girls' and boys' basketball teams.</p>	<p>Develop policy for Athletic Handbook stating gym availability and usage priority.</p>	<p>Establish policy for 2005-2006 Athletic Handbook.</p> <ul style="list-style-type: none"> 4/13/05 – Athletic Director agreed with need for priority statement. GEC Coordinator to present draft version during May 2005 Athletic Committee meeting. 10/24/05 – Language included in Athletic Handbook. However, Athletic Director has discretion to re-arrange schedules when needed to accommodate overall school needs. CLOSED
<p>Weight room was not always available to girls' basketball teams and to boys' and girls' soccer teams due to use by football team.</p>	<p>Weight room schedule needs to be posted and adhered to so that sufficient access is available to in-season sports.</p>	<p>Establish schedule of weight room and ensure Athletic Department enforces schedule.</p> <ul style="list-style-type: none"> 4/13/05 – Coaches' surveys stated weight room schedule not adhered to. Review with Athletic Department and Football staff. 3/28/06 - Students on GEC stated weight room availability is satisfactory. CLOSED

<p>3. Game and Practice Uniforms</p> <p>Game and practice uniforms should be equitably distributed among teams and be of similar quality.</p>	<p>Review rotation schedule.</p> <p>Ensure practice uniforms are purchased in similar manner (boys' basketball players bought own practice uniforms, while girls' basketball uniforms were provided, per coaches' surveys).</p> <p>Ensure girls' soccer team is provided with similar practice uniforms as boys' soccer team.</p> <p>Ensure girls' softball team is provided with new game uniforms if boy's baseball team gets new game uniforms.</p>	<p>Reviewed rotation schedule and ensured budget accounts for new uniforms.</p> <ul style="list-style-type: none"> • 3/23/05 – Rotation schedule in place and accounted for in budget. Example is new football uniforms budgeted for 2005-2006. CLOSED <p>Review practice uniform purchasing policy and availability with Athletic Department.</p> <ul style="list-style-type: none"> • 4/13/05 – Review with Athletic Director prior to 2005-2006 budget approval. • 10/24/05 – Rotation schedule ok. • 3/27/06 – New athletic fee structure designed for teams to purchase new uniforms each year, if new ones are needed. Girl's soccer team will receive new uniforms for 2006-2007 season. • 3/8/07 – Athletic Office continues to monitor uniform purchases amongst teams. Additional fund raisers are offered to teams to cover expenses, as needed. • 1/8/07 – KHSAA onsite audit team requested an updated uniform rotation schedule be established and provided to all head coaches and placed in school's Master Title IX File. • 2/5/08 – discussed updated uniform rotation schedule at GEC meeting; mailed to KHSAA, as requested; copy placed in the school file; available to coaches. CLOSED <p>Review game uniform rotation for baseball & softball programs.</p> <ul style="list-style-type: none"> • 4/12/10 – Discussed softball & baseball game uniform rotation schedule at GEC meeting. Both teams received new uniforms this year. Baseball boosters/parents purchased for baseball team. School purchased for softball team. CLOSED
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4. Coaches

Ensure programs are adequately staffed with assistant coaches.

- Add 1 assistant coach to the softball staff.
- 3/8/07 – Athletic Office is seeking additional assistant coach for girls softball team.
 - 4/3/09 – Currently have 1 head coach, 1 paid assistant and 1 volunteer coach. This is increase of 1 paid position over prior years.
 - 4/12/10 – Team again has 1 head coach, 1 paid assistant and 1 volunteer coach. CLOSED

Ensure coaches' salaries are fair and equitable, and allow for a scaled schedule based on experience, etc.

- Athletic Director will determine how best to implement a coaching salary scale for upcoming school years.
- 11/8/07 – KHSAA onsite audit team stated a coaching salary scale is equitable and preferred.
 - 4/10/08 – discussed at GEC meeting; Athletic Director to establish coaching salary scale, if warranted.
 - 4/3/09 – Experience and longevity at the school to be considered as part of salary scales.
 - 4/12/10 – Athletic Dept implemented coaching salary scale over past 2 years. CLOSED

<p>5. Facilities</p> <p>Locker rooms should be available to all teams, as needed.</p>	<p>Ensure improvements made to locker rooms are available to both boys' and girls' teams.</p>	<p>Locker room improvements.</p> <ul style="list-style-type: none"> • 3/23/05 – Showers added to locker rooms available to both boys' and girls' teams; shared with officials but visiting teams not allowed to use (due to prior damage caused by visiting teams). • 4/1/05 – Showers not in football locker room area yet, for use by baseball team, too. Softball team uses separate locker room. • 4/13/05 – Determine shower availability for girls' basketball teams. • 10/24/05 – Not an issue. CLOSED
<p>Tennis courts to be built on LCA property, for use by both girls and boys teams.</p>	<p>Tennis courts to be built, based on funds available.</p>	<ul style="list-style-type: none"> • 4/1/05 – Tennis courts in process of being built on site, for use by both girls' and boys' teams; due to be complete for 2005-2006 season. • 3/28/06 – Tennis courts available in April 2006. CLOSED
<p>Trainer schedule should include availability for practices of all sports requesting trainer.</p>	<p>Trainer was available for practices of boys' basketball, boys baseball, girls softball, and boys' and girls' soccer. Additional teams (girls' basketball, football, and volleyball) request trainer for practices. (based on coaches' surveys)</p>	<p>Update trainer's schedule to include availability at practices.</p> <ul style="list-style-type: none"> • 4/13/05 – Review schedule with Athletic Department for recommended changes to be incorporated into 2005-2006 school year. • 10/24/05 – Trainer was available for practices and games for volleyball and football. CLOSED
<p>Weight Room should be available to all athletic teams, on a schedule.</p>	<p>Weight room schedule needs to be posted and adhered to so that sufficient access is available to in-season sports.</p>	<p>Post schedule of weight room and ensure Athletic Department enforces schedule.</p> <ul style="list-style-type: none"> • 1/18/07 – KHSAA onsite audit team requested the weight room schedule be posted in the weight room and provided to all head coaches and placed in school's Master Title IX File. • 2/5/08 – discussed weight room schedule at GEC meeting; mailed to KHSAA, as requested; copy placed in the school file; available to coaches; posted in weight room. CLOSED

6. Budget

Budgets including booster club funding should be distributed equitably among all teams, as the sport needs.

Monitor the expenditures for similar sports so that over spending does not lead to inequities.

- 3/23/05 – Balanced budget prepared by Athletic Office and approved by school's board.
CLOSED

Athletic Director's office to monitor team expenditures throughout each academic school year.

- 10/24/05 – Reviewed expenses across all sports. Finance Dept code system in place to assist with athletic budget reviews.
- 3/27/06 – New athletic fee structure to be used in 2006-2007. It will be monitored closely throughout school year by the Athletic Director's office, the Athletic Committee, and the GEC.
- 4/12/06 – Additional explanation requested from 2004-2005 submission:
Baseball & Softball field maintenance & equipment expenditures (\$5,100 for mower and seeding on all fields) were coded only to baseball and should have been split between baseball & softball equally.
Finance Dept coding has been updated. Athletic Director's office is managing expenses that benefit more than one team so that it is reflected in the T35 & T36 forms. CLOSED

<p>7. Publicity / Support Services</p> <p>Student Pep Club started. (not identified as a problem; improvement made across all of athletics, not gender specific).</p> <p>Cheerleading squads should be of similar quality/level for both boys' and girls' basketball games.</p>	<p>Ensure Student Pep Club sponsors and supports both boys' and girls' teams.</p> <p>Ensure student section is identified for both boys' and girls' games, if one is needed.</p> <p>Ensure varsity cheerleading squad cheers for girls' varsity basketball equal to cheering for boys' varsity basketball.</p>	<p>Student Pep Club activities reviewed.</p> <ul style="list-style-type: none"> • 3/23/05 – Attendance high from Student Pep Club members at many boys' and girls' basketball games. CLOSED <p>Develop student section for Student Pep Club.</p> <ul style="list-style-type: none"> • 2/17/05 – GEC students stated a student section is desired for Student Pep Club for both boys' and girls' games. • 4/1/05 – Address during May 2005 Athletic Committee meeting. • 10/24/05 – Student section not an issue. CLOSED <p>Develop cheerleading schedule for varsity cheerleading squad.</p> <ul style="list-style-type: none"> • 4/13/05 – Coaches surveys stated varsity cheerleading squad did not cheer for girls' varsity basketball. Review with Athletic Department to determine cheerleading schedule. • 10/24/05 – One squad only for 2005-2006; cheered at both boys & girls games. CLOSED
<p>8. Travel and Per Diem Allowances</p> <p>Travel & Per Diem Allowances policy should be established.</p>	<p>Ensure all teams know and follow a travel and per diem allowance policy.</p>	<p>Athletic Department will establish a travel and per diem allowance policy.</p> <ul style="list-style-type: none"> • 11/8/07 – KHSAA onsite audit team requested this policy be written. A copy of the policy should be provided to all head coaches and placed in school's Master Title IX File. • 2/5/08 – discussed policy at GEC meeting; mailed to KHSAA, as requested; copy placed in the school file; available to coaches. CLOSED

Scott Field

Date: 4.15.11

Principal's Signature: _____