

## KHSAA TITLE IX ANNUAL REPORT SUBMISSION STATUS REPORT

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

FROM: Julian Tackett, Commissioner
Darren Bilberry, Assistant Commissioner

## DATE:May 17, 2011

| School | Middlesboro | Reviewed by | Gary W. Lawson |
| :--- | :--- | :--- | :--- |

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:

| $\mathbf{x}$ | GE 19 (Annual Verification) | $\mathbf{x}$ | T-35 (Budget Expenses) |
| :---: | :--- | :---: | :--- |
| $\mathbf{x}$ | T-1 (Summary Program Chart 1) | $\mathbf{x}$ | T-36 (Budget Expenses) |
| $\mathbf{x}$ | T-2 (Summary Program Chart 2) | $\mathbf{x}$ | T-41 (Checklist - Overall Interscholastic Program) |
| $\mathbf{x}$ | T-3 (Summary Program Chart 3) | $\mathbf{x}$ | T-60 (Corrective Action Plan) |
| $\mathbf{x}$ | T-4 (Summary Program Chart 4) | $\mathbf{n} / \mathbf{a}$ | T-63 (Interscholastic Survey Results) |


| 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: <br> $\boxed{T}$ 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: The data, calculations, and responses submitted indicate that the standards established in both test \#1 and test \#3 for provision of athletic opportunities are currently being met. The school sponsors all K.H.S.A.A. sanctioned sports for girls at the varsity level, except swimming. A total of 14 team opportunities are offered for both male and female participation. In relation to benefits, total athletic spending appears to be within acceptable parameters for provision of parity. Thanks for a good report. |

## 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="dbiberry@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 KḦSAA_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 <>"I) 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](mailto:dbilberry@khsaa.org) |  |
| :---: | :---: | :---: |
| To: | "Middlesboro"[bill.jones@mboro.kyschools.us](mailto:bill.jones@mboro.kyschools.us) "Middlesboro"[sheila.smith2@mboro.kyschools.us](mailto:sheila.smith2@mboro.kyschools.us) "Middlesboro"[rita.cook@mboro.kyschools.us](mailto:rita.cook@mboro.kyschools.us) gkboomers@hotmail.com | $\stackrel{\square}{2}$ |
| Subject: Middlesboro 2010-2011 Title IX Annual Report Status F |  |  |
| Send Email |  |  |
| 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.

[^0]Date: Tue, 07 Jun 2011 15:46:24 -0400
From: DBILBERRY (Darren Bilberry, KHSAA)
To: composed email@khsaa.org
Reply-to: dbilberry@khsaa.org
Subject: Middlesboro 2010-2011 Title IX Annual Report Status Report
Attachment: Middlesboro.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, XHSAA 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.

KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION

# PROCEDURES 

(To be submitted by April 15, 2011 along with other required forms)
Middlesboro
(Name of High School)
High School, Middlesboro
(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:

1. 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.) |  |
| :---: | :---: | :---: | :---: |
| Sheita Smith | 25 Cherokee Drive Middlesboro | 606-242-8821 | Principal |
| Joy Williams | PO Box 1554 Middlesboro | 606-242-8837 | Youth Service Center Director |
| Debbie Green | 209 Arthur Heights Middlesboro | 606-248-7726 | Coach |
| Bill Jones | 824 S 31st St Middlesboro | 606-242-8828 | Athletic Director |
| Aaron Sowders | 309 Roslyn Ave Cumberland Gap | 423-869-9319 | TeacheriCoach |
| Cory Eldridge | PO Box 568 Harrogate | 606-248-4175 | Student Government President |
| Ashley Mason | 427 Bellwood Rd Middlesboro | 606-248-4796 | Student |
| Randy Frazier | 147 Jefferson Street Harrogate | 423-869-3215 | Coach |
| Amelia Wilson | Jones-Wilson Lane Middlesboro | 606-248-2886 | Student |
| Dawn Stewart | 241 Dover Ave Harrogate | 423-869-0832 | Guidance |
| Waylon Allen | 202 Higgins Lane Cumberland Gap | 423-869-2535 | Assistant Principal |
| Kelly Wilson | Wilson Lane Middlesboro | 606-248-2886 | Parent |

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

September 15, 2010
January 12, 2011
May 11, 2011
III. Designated the following person(s) as the Title IX coordinator for the school:

| Name | Title | Address | Phone |
| :---: | :---: | :---: | :---: |
| William E (Bill) Jones | Athletic Director | 824 S 31 Street | $606-242-8828$ |

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

| Name | Title | Address | Phone |
| :--- | :--- | :--- | :---: |
| John Chadwell | DPP | PO Box 959 | $606-242-8810$ |

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.

| Principal's Signature | Date |
| :---: | :---: |
| Superintendent Signature | School Board Chairpersons |

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 | 228 | $50.8 \%$ | 139 | $51.3 \%$ |
| Row 2 | BOYS | 221 | $49.2 \%$ | 132 | $48.7 \%$ |
| Row 3 | Totals |  | 449 | $\mathbf{1 0 0 \%}$ | 271 |

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

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 $8^{\text {bi }}$ 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: $\qquad$ Date:

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 <br> School Year |
| GIRLS Row 1 | varsity: | 8 | 71 | 0 | 0 |  |
| Row 2 | j.v.: | 5 | 54 | 0 | 0 |  |
| Row 3 | frosh: | 1 | 14 | 0 | 0 |  |
| Row 4 | total: | 14 | 139 | 0 | 0 | 0.0\% |
| BOYS Row 5 | varsity: | 8 | 81 | 0 | 0 |  |
| Row 6 | j.v.: | 5 | 41 | 0 | 0 |  |
| Row 7 | frosh: | 1 | 10 | 0 | 0 |  |
| Row 8 | total: | 14 | 132 | 0 | 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 $\mathbf{2 5 \%}$ 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: $\qquad$ Date: $\qquad$

## 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 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? | 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? | No |  | 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:
We are exploring the posibility of establishing bowling teams.
The only KHSAA sanctioned sport that we do not offer is swimming. Primarily due to our location.
$\qquad$

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

## Levels of Competition Test One

|  |  | Column 1 | Column 2 | $\begin{array}{c}\text { Column 3 }\end{array}$ |
| :--- | :--- | :---: | :---: | :---: |
| Girls | $\begin{array}{l}\text { Team } \\ \text { Levels }\end{array}$ | $\begin{array}{c}\text { Number of Teams } \\ \text { Currently Offered }\end{array}$ | $\begin{array}{c}\text { Number of } \\ \text { Participants }\end{array}$ | $\begin{array}{c}\text { Percentage of } \\ \text { Participants at Each } \\ \text { Level }\end{array}$ |
| Row 1 | varsity: | 8 | 71 | $51.1 \%$ |$]$| $38.8 \%$ |
| :--- |
| Row 2 |
| j.v.: |

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: $\qquad$ Date: $\qquad$

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)

| Sports | Equipment and supplies |  | Travel |  | Awards |  | Coaches' salaries (to include supplemental and extended employment; dollar amount required) |  | Facilities improvements |  | Publications <br> (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 track | 2127 | 900 | 802 | 0 | 0 | 0 | 2689 | 11 | 0 | 0 | 0 | 0 |
| B track | 2127 | 0 | 300 | 0 | 0 | 0 | 2689 | 11 | 0 | 0 | 0 | 0 |
| Gtennis | 2046 | 1002 | 1108 | 0 | 0 | 0 | 3440 | 11 | 0 | 0 | 0 | 0 |
| B tennis | 2046 | 0 | 1108 | 0 | 0 | 0 | 3440 | 11 | 0 | 0 | 0 | 0 |
| G volleyball | 5300 | 3345 | 2345 | 0 | 0 | 100 | 5408 | 32 | 5000 | 0 | 0 | 0 |
| B wrestling | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $G^{-\cdots}$ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 00 | 0 | 0 | 0 | 0 |
| $B$ football | 6300 | 2100 | 2748 | 0 | 0 | 300 | 34036 | 63 | 0 | 0 | 0 | 0 |
| $G$ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 00 | 0 | 0 | 0 | 0 |
| B | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 00 | 0 | 0 | 0 | 0 |

 school year of 2009-2010 ending June 30, 2010.
2. Booster Club Funding/Contributions must be included in the above expenditures totals. Indicate percentage of total expenditures for each gender: (lf disparities are obvious, list on your Corrective Action Plan (T-60) what action you will take to correct the problem.

|  | Expencitures |  |
| :--- | :--- | ---: |
|  | $\mathbf{S}$ | 128,232 |
|  | $\mathbf{\$}$ | 129,218 |
| Total: | $\$$ | 257,450 |

## 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: | $\begin{gathered} \text { GIRLS' } \\ \text { PROGRAM } \end{gathered}$ | 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 |  |  | X |

If an advantage/inequity is indicated, corrective action should be shown on the Corrective Action Plan, Form T-60.
$\qquad$ Date: $\qquad$
SCHOOL NAME_Middlesboro

## DIRECTIONS:

2010-2011 TITLE IX
CORRECTIVE ACTION PLAN
(FORM T-60)
Khsad Fom T60
Rev. 10/10

| COLUMN 1 |  | COLUMN 3 |  |
| :---: | :---: | :---: | :---: |
| SPECIFIC ITEM FOR CORRECTION/IMPROVEMENT | PLAN FOR SUGGESTED CHANGE | START DATE AND COMPLETION DATE OF CORRECTIVE ACTION |  |
| softball field | Install water lines | $\begin{aligned} & \text { Start: Spring } \\ & 2011 \end{aligned}$ | Complete: Summer 2011 |
| soccer field | Install water lines | $\begin{aligned} & \text { Start: Spring } \\ & 2011 \end{aligned}$ | Complete: <br> Summer 2011 |
| tenris courts | Install water lines | $\begin{aligned} & \text { Start: Spring } \\ & 2011 \end{aligned}$ | Complete: Summer 2011 |
| football field | Installirepair water lines | $\begin{aligned} & \text { Start: Spring } \\ & 2011 \end{aligned}$ | Complete: <br> Summer 2011 |
| baseball field | Instal/repair water lines | $\begin{aligned} & \text { Start: Spring } \\ & 2011 \end{aligned}$ | Complete: Summer 2011 |
|  |  |  |  |
|  |  |  |  |

Principal's Signature:


[^0]:    - attachment; filename="Middlesboro.doc"

    Copyright © 2001-2011 Kentucky High School Athletic Association (KHSAA), all rights reservered This page is for the exclusive use of the KHSAA. Other use is strictly prohibited. Usage is monitored

