



Kentucky High School Athletic Association

To: Superintendent, Principal, and Athletic Director

From: Louis Stout, Commissioner 
Brigid L. DeVries, Executive Assistant Commissioner 

Date: June 19, 2001

Subject: Review of 2000-2001 Title IX Forms

Enclosed please find a copy of a review of the 2000-2001 Title IX Forms, submitted by your school. A copy of this information must be included in your permanent Title IX file at your school. In addition, you may find an attachment with corrected copies of the forms submitted by your school personnel. Please review this information so the forms can be completed accurately in the future.

Also, KHSAA Audit Staff may have requested a re-submission of some of the 2000-2001 Title IX forms or need additional information on your athletic programs. Please submit this information by the date requested if this is applicable.

Remember your permanent Title IX file at the school must be kept current with information pertaining to your athletics program. Copies of all KHSAA required documents should be part of this file and are subject to Open Records requests.

Should you need any further information, please do not hesitate to call anytime.

Memo

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

From: Louis Stout, Commissioner
Brigid L. Devries, Executive Assistant Commissioner

Date: ~~May~~ ^{June 6} __, 2001

RE: 2001 Title IX Forms Submission

School Lone Oak Reviewed By Danny C. REEVES 859-2884664

The following is a status report regarding the required 2000 - 2001 Title IX submission of forms due in to the KHSAA office by April 15, 2001. Appropriate audit personnel have reviewed these forms and the following is a summary of this review.

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

- GE 19 (Annual Verification)
- T-1 (Summary Program Chart 1)
- T-2 (Summary Program Chart 2)
- T-3 (Summary Program Chart 3)
- T-4 (Summary Program Chart 4)
- T-41 (Checklist - Overall Interscholastic Program)
- T-60 (Corrective Action Plan)
- T-63 (Interscholastic Survey Results)

II. Status

A. 2000 - 2001 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 and corrected copies are being returned to you for placement in your Title IX file to ensure proper submission in the future.
T-1, T-2, T-4

C. The following forms were omitted and must be submitted by school representatives.

D. Other Recommendation and Comments:

Compliance with the opportunities component is based on individual participants -- not the number of teams available for male and female athletes. Addition of 2 volleyball teams during the 2002 year should enable the school to demonstrate compliance under one of the three prongs of opportunities. There appears to be sufficient interest to offer more than one level of volleyball.

ACCOMMODATION OF INTERESTS AND ABILITIES

SUMMARY PROGRAM CHART 1

Participation Opportunities Test One

Program	Enrollment (1)	Percentage of Total Enrollment (3)	Number of Interscholastic Participants (double and triple count) (4)	Percent of Total Participation (5)
GIRLS	104	37%	147 182 ÷ 367 =	38% 40%
BOYS	177	63%	220 21 ÷ 367 =	62% 60%
Totals (2)	281	100%	100%	

(see T-4) Total 367

Instructions:

- 1) Determine the total number of girls enrolled.
Determine the total number of boys enrolled.
- 2) Add the total number of girls and boys enrolled to determine total enrollment.
- 3) Calculate the percentage of total enrollment that is female. Calculate the percentage of total enrollment that is male.
- 4) Ask the head coaches to review the most updated eligibility or squad lists for their teams. Ask coaches to confirm the names of those individuals who are on the team as of the first date of competition, and cross out the names of those who were cut from the team or quit the team prior to the first competitive event. Determine the total number of interscholastic athletics participants that are girls. 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 or cheerleaders). Calculate the same way for boys and girls.
- 5) Calculate the percentage of female participation (column 1) based on information from (column 4).

Calculate the percentage of male enrollment (column 1) based on information from (column 4).

Note: While being within three percent is not a formal compliance standard; if the percent listed in column 5 is within 3% of column 3 then it provides a good target within which compliance is likely.

Signature: David M. Pope Date: 4-10-2001

ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 2

Participation Opportunities Test Two

Program	Number of Teams Currently Offered (1)	Number of Teams Added in Last Five Years (2)	Number of Participants Added in Last Five Years (3)	Percent of Total Participation By Sex (4)
GIRLS	varsity: 7		$10 \div 147 =$	8% 7%
	j.v.: 4			
	frosh: 1			
	other:			
	total: 12			
BOYS	varsity: 8		$10 \div 220 =$	5% 4.5%
	j.v.: 5			
	frosh: 2			
	other:			
	total: 15			

- 1) Calculate the number of interscholastic teams offered for girls at each competitive level (for example, varsity, junior varsity, and freshman levels).
- 2) Calculate the number of interscholastic teams that have been added in the last five years at each competitive level.
- 3) Determine the total number of participants that are currently on the teams that were added in the last five years.
- 4) Calculate the percentage of participants that have been added in the last five years. For example, if girls' varsity soccer (22 participants), junior varsity soccer (18 participants), junior varsity golf (8 participants), and freshman softball (15 participants) have been added in the last five years, then 63 participation opportunities have been added for girls. If the total number of female participants in the program is 300, taken from form T-1, column 4 then 21% of the current opportunities (63 of 300) have been added in the last five years. Note: The total number of male/female participants should be the same as item 4 on Summary Program Chart 1 on form T-1.

Note: If the percentage of current female participants added in the last five years is 25% or greater, compliance with test two may be possible. If less than 25%, then compliance with test three should be analyzed. CAUTION: 25% is not a formal compliance standard. The count shall be taken on the first day of competition for students that are officially members of the team.

Signature: Darin M. Payne Date: 4-10-2001

**ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 4**

Levels of Competition Test One

Team Levels	GIRLS	BOYS
Total Number of Athletics Participants in All Level ⁽²⁺⁵⁺⁸⁾	104 147	177 220
1. Number of Varsity Teams Offered	7	8
2. Number of Participants on all Varsity Teams	88	117
3. Percentage of Total Varsity Participants By Sex $\frac{88}{147} =$	60% 85%	$\frac{117}{220} =$ 53% 66%
4. Number of Junior Varsity Teams Offered	4	5
5. Number of Participants on all Junior Varsity Teams	53	73
6. Percentage of Total Junior Varsity Participants By Sex $\frac{53}{147} =$	36% 51%	$\frac{73}{220} =$ 33% 49%
7. Number of Freshman Teams Offered	1	2
8. Numbers of Participants on all Freshman Teams	6	30
9. Percentage of Total Freshman Participants By Sex $\frac{6}{147} =$	4% 7%	$\frac{30}{220} =$ 14% 17%

- 1) Determine the number of teams at the varsity, junior varsity, and freshman levels for boys and girls. (#1, 4, 7)
- 2) Determine the total number of participants for boys and girls at each competitive level. (#2, 5, 8)
- 3) Calculate the percentage of female and male participants at each level. (3, 6, 9)
Example: Take the total number of female participants from the Summary Program Chart 1 (Form T-1) and divide it into the number of total participants for each varsity, junior varsity and freshman level. Perform the same calculation for male participants. For example, if there are a total of 300 female participants, and 180 girls are on varsity teams, 80 girls on junior varsity teams, and 40 girls on freshman teams, then 60% of girls' participation opportunities are at the varsity level (180 divided by 300), 27% are at the junior varsity level (80 divided by 300), and 13% are at the freshman level (40 divided by 300). If there are a total of 400 male participants, and 250 participate at the varsity level, 100 boys participate on junior varsity teams, and 50 boys participate on freshman teams, then 63% of boys participate at the varsity level (250 divided by 400), 25% compete at the junior varsity level (100 divided by 400), and 13% compete at the freshman level (50 divided by 400).

Signature: David M. Payne Date: 4-10-2001



KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION ANNUAL VERIFICATION OF TITLE IX PROCEDURES (To be submitted by April 15, 2001 along with other required forms)

The Lone Oak High School, Paducah, 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 Title 20, U.S.C. Titles 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, and to the best of my knowledge have completed the following tasks. (All boxes must be checked)

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

Name	Address	Phone	Title
See Attachment			

Scheduled a minimum of three meetings during the 2000-2001 school year on the following dates:
Nov. 20, 2000 ; Feb. 21, 2001 April 5, 2001

Designated the following person as the Title IX coordinator for the school: (270)744-4150

<u>David M. Pope</u>	<u>A.D.</u>	<u>231 Pepper Lane, Paducah Ky. 42001</u>	<u>(270)554-1699</u>
Name	Title	Address	Phone

School personnel is 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.

David M. Pope
(School Authorized Signature)

Donna Wear Principal
Position (Principal, Designated Rep)

4/11/ 2001
(Date)

[Signature]
(Superintendent Signature)

[Signature]
(School Board Chairperson)

Lone Oak High School Gender Equity Committee 2000-2001

George Hanrahan	945 Lakeview Dr. Paducah,	Ky. 42001	270-554-9527	Assist. Supt.
Donna Wear	667 N. 4 th Wickliffe,	Ky.42087	270- 335-3830	Principal
David M. Pope	231 Pepper Lane , Paducah,	Ky. 42001	270-554-1699	A.D.
Michael Ceglinski	3223 Monroe , Paducah,	Ky. 42001	270-442-6818	Teacher,Coach
Susan Helmich	2955 Nebraska St. Paducah,	Ky. 42003	270-534-0362	Teacher ,Coach
Lawrence Smithmier	1331 Wilkens Rd. Clinton,	Ky. 42031	270-653-2317	Teacher , Coach
Gerald Vaughn	3905 State Rt. 307 Clinton,	Ky. 42031	270-653-6184	Teacher, Coach
Dale Grimm	3620 Lovelacevill-Flor. St. Rd.	Ky. 42001	270-534-1644	Parent
Rickie Byrd	4340 Maywood Paducah,	Ky. 42001	270-554-5407	Parent
Connie Byrd	4340 Maywood Paducah,	Ky. 42001	270-554-5407	Parent
Lindsey Byrd	4340 Maywood Paducah,	Ky. 42001	270-554-5407	Student

ACCOMMODATION OF INTERESTS AND ABILITIES

SUMMARY PROGRAM CHART 1

Participation Opportunities Test One

Program	Enrollment (1)	Percentage of Total Enrollment (3)	Number of Interscholastic Participants (double and triple count) (4)	Percent of Total Participation (5)
GIRLS	104	37%	132	38%
BOYS	177	63%	211	62%
Totals (2)	281	100%	100%	

Instructions:

- 1) Determine the total number of girls enrolled.
Determine the total number of boys enrolled.
- 2) Add the total number of girls and boys enrolled to determine total enrollment.
- 3) Calculate the percentage of total enrollment that is female. Calculate the percentage of total enrollment that is male.
- 4) Ask the head coaches to review the most updated eligibility or squad lists for their teams. Ask coaches to confirm the names of those individuals who are on the team as of the first date of competition, and cross out the names of those who were cut from the team or quit the team prior to the first competitive event. Determine the total number of interscholastic athletics participants that are girls. 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 or cheerleaders). Calculate the same way for boys and girls.
- 5) Calculate the percentage of female participation (column 1) based on information from (column 4).

Calculate the percentage of male enrollment (column 1) based on information from (column 4).

Note: While being within three percent is not a formal compliance standard; if the percent listed in column 5 is within 3% of column 3 then it provides a good target within which compliance is likely.

Signature: David M. Pope Date: 4-10-2001

ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 2

Participation Opportunities Test Two

Program	Number of Teams Currently Offered (1)	Number of Teams Added in Last Five Years (2)	Number of Participants Added in Last Five Years (3)	Percent of Total Participation By Sex (4)
GIRLS	varsity: 7		10	8%
	j.v.: 4			
	frosh: 1			
	other:			
	total: 12			
BOYS	varsity: 8		10	5%
	j.v.: 5			
	frosh: 2			
	other:			
	total: 15			

- 1) Calculate the number of interscholastic teams offered for girls at each competitive level (for example, varsity, junior varsity, and freshman levels).
- 2) Calculate the number of interscholastic teams that have been added in the last five years at each competitive level.
- 3) Determine the total number of participants that are currently on the teams that were added in the last five years.
- 4) Calculate the percentage of participants that have been added in the last five years. For example, if girls' varsity soccer (22 participants), junior varsity soccer (18 participants), junior varsity golf (8 participants), and freshman softball (15 participants) have been added in the last five years, then 63 participation opportunities have been added for girls. If the total number of female participants in the program is 300, taken from form T-1, column 4 then 21% of the current opportunities (63 of 300) have been added in the last five years. Note: The total number of male/female participants should be the same as item 4 on Summary Program Chart 1 on form T-1.

Note: If the percentage of current female participants added in the last five years is 25% or greater, compliance with test two may be possible. If less than 25%, then compliance with test three should be analyzed. CAUTION: 25% is not a formal compliance standard. The count shall be taken on the first day of competition for students that are officially members of the team.

Signature: _____



Date: _____



ACCOMMODATION OF INTERESTS AND ABILITIES**SUMMARY PROGRAM CHART 3****Participation Opportunities Test Three**

If girls are underrepresented in the interscholastic athletics program, answer the following questions for girls only. If boys are underrepresented in the interscholastic athletics program, answer the following questions for boys only.	GIRLS		BOYS
1. Is there an intramural team offered in a sport not now available in the interscholastic athletics program? (YES or NO)	Yes		No
2. For a sport <u>not</u> currently offered, is there sufficient interest to form a viable interscholastic team based on participation on an intramural team or community recreation teams? (YES or NO)	Yes		No
3. For a sport currently offered, is there enough interest to form a viable team for a junior varsity, freshman, or other interscholastic level that is not currently offered? (YES or NO)	No		No
4. If you answered yes to question one, two, <u>or</u> three, are there enough other high schools in your school's normal competitive region offering the sport and competitive level of sport to constitute enough competition for a reasonable competitive schedule? (YES or NO)	No		

Signature: David M. Pope Date: 4-10-2001

ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 4

Levels of Competition Test One

Team Levels	GIRLS	BOYS
Total Number of Athletics Participants in All Levels	104	177
1. Number of Varsity Teams Offered	7	8
2. Number of Participants on all Varsity Teams	88	117
3. Percentage of Total Varsity Participants By Sex	85%	66%
4. Number of Junior Varsity Teams Offered	4	5
5. Number of Participants on all Junior Varsity Teams	53	73
6. Percentage of Total Junior Varsity Participants By Sex	51%	41%
7. Number of Freshman Teams Offered	1	2
8. Numbers of Participants on all Freshman Teams	6	30
9. Percentage of Total Freshman Participants By Sex	6%	17%

- 1) Determine the number of teams at the varsity, junior varsity, and freshman levels for boys and girls. (#1, 4, 7)
- 2) Determine the total number of participants for boys and girls at each competitive level. (#2, 5, 8)
- 3) Calculate the percentage of female and male participants at each level. (3, 6, 9)
Example: Take the total number of female participants from the Summary Program Chart 1 (Form T-1) and divide it into the number of total participants for each varsity, junior varsity and freshman level. Perform the same calculation for male participants. For example, if there are a total of 300 female participants, and 180 girls are on varsity teams, 80 girls on junior varsity teams, and 40 girls on freshman teams, then 60% of girls' participation opportunities are at the varsity level (180 divided by 300), 27% are at the junior varsity level (80 divided by 300), and 13% are at the freshman level (40 divided by 300). If there are a total of 400 male participants, and 250 participate at the varsity level, 100 boys participate on junior varsity teams, and 50 boys participate on freshman teams, then 63% of boys participate at the varsity level (250 divided by 400), 25% compete at the junior varsity level (100 divided by 400), and 13% compete at the freshman level (50 divided by 400).

Signature: _____



Date: _____

4-10-2001

2000-2001 KHSAA TITLE IX ATHLETICS AUDIT

Checklist - Overall Interscholastic Athletics Program

Areas of Compliance	ADVANTAGE TO		
	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM (Compliance)
Opportunities	7	8	Girls' 1 sheet
Equipment and Supplies	Comply	Comply	
Scheduling of Games and Practice Time	Comply	Comply	
Travel and Per Diem Allowances	Comply	Comply	
Coaching	Comply	Comply	
Locker Rooms, Practice and Competitive Facilities	Comply	Comply	
Medical and Training Facilities and Services	Comply	Comply	
Publicity	Comply	Comply	
Support Services	Comply	Comply	
Athletic Scholarships**			
Tutoring**			
Housing and Dining Facilities and Services**			
Recruitment of Student Athletes**			

** Athletic scholarships, tutoring specifically for athletes, housing and dining facilities and services, and recruitment of student athletes are usually not relevant at the high school level.

Signature: David M. Puse Date: 4-11-2001

School Year: 2000-2001

Signature: *Ann M. Payne*

Date: 4-11-2001

**TITLE IX
CORRECTIVE ACTION PLAN**

To utilize this form indicate the intended area which needs corrective action and the suggested change time table for implementation. You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April 15, 2001.

ITEM FOR CORRECTION	SUGGESTED CHANGE	TIME TABLE FOR CORRECTIVE ACTION
<p>Accommodation of Interest We presently have 8 sports and 7 sports for girls.</p>	<p>I. Girl's volleyball will be offered during 2000-2001 school year on an intramural basis. We plan to use this format for two years before moving to secondary team play.</p>	<p>I. School year 2000-2001 and 2001-2002 girls' volleyball will be offered as an intramural sport.</p> <p>II. School year 2002-2003 Lone Oak High School will offer girls' volleyball as a sanctioned sport.</p>

INTERSCHOLASTIC ATHLETICS SURVEY
Summary Of Student Responses

Instructions:

1. Summarize the Student Athletics Interest Surveys 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 the Summary Form (T-64) and mail the Summary Form only to the KHSAA by April 15, 2001. Do not mail the original.

Date: 4-10-2001
Completed By: Dennis M. Payne

Fall Sports (List Total Number of Participation Responses)

63 Football
91 Girls' Volleyball
23 Boys' Volleyball
5 Boys' Cross-Country
8 Girls' Cross-Country
9 Girls' Field Hockey
22 Boys' Golf
5 Girls' Golf
38 Boys' Soccer
34 Girls' Soccer

Winter Sport (List Total Number of Responses)

48 Boys' Basketball
39 Girls' Basketball
10 Boys' Swimming & Diving
19 Girls' Swimming & Diving
41 Boys' Wrestling
28 Girls' Gymnastics
18 Boys' Indoor Track
18 Girls' Indoor Track

Spring Sport (List Total Number of Responses)

38 Boys' Track
25 Girls' Track
21 Girls' Tennis
10 Boys' Tennis
20 Girls' Slow Pitch Softball
37 Girls' Fast Pitch Softball
58 Boys' Baseball

Other Sports (From Survey Question 10)

Name of Sport	Number of Students Interested In Participating
Cheerleading	13
Wrestling	12
Hockey	10
Billards	9
Color Guard	8
Lacrosse	7
Rugby	6
Dance Team	6
Winter Guard	6

Number of Students who participate in Intramural Sports. (From Survey Question 5)

Sport	Number
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

List Intramural Sports students are interested in adding: (From Survey Question 6)

Sport	Number
Volleyball	25
Wrestling	11
Hockey	8
Basketball	6
Football	4
_____	_____

Participation in Non-School Sports Activities (From Survey Question 7)

Sport	Number
Basketball	20
Spring Soccer	12
Baseball	13
F.P. Softball	7
GOLF	4
Hockey	4
Dance	4

Reasons for not participating in interscholastic athletics. (From Survey Question 8)

Response	Number
<u>54</u> I prefer other activities such as band, chorus, etc.	
<u>66</u> I don't have time	
<u>35</u> The practice schedules and game times are inconvenient	
<u>34</u> The sport I like isn't offered	
<u>7</u> It's too expensive	
<u>9</u> I prefer to participate in club or intramural sports	
<u>40</u> Working	
<u>51</u> Other	

Student Suggestions to encourage participation

Randi M. Pope
Signature

4-10-2001
Date