



Kentucky High School Athletic Association

2280 Executive Drive ° Lexington, KY 40505 ° www.khsaa.org ° (859)299-5472 (859)293-5999 (fax)

MEMORANDUM

To: Superintendent, Principal, and Athletic Director
Western Hills High School

From: Brigid L. DeVries, Commissioner
Larry Boucher, Assistant Commissioner 

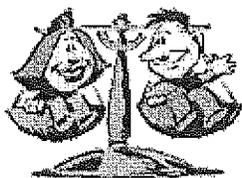
Date: June 3, 2004

Subject: 2003-2004 Title IX Annual Report Forms Submission

Enclosed please find a copy of Form T-65, The 2003-2004 Title IX Annual Report Forms Checklist. 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 2003-2004 Annual Report Forms or need additional information on your athletic programs. Please submit this information by the date requested if this is applicable. Copies and 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 call anytime.



MEMORANDUM

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

FROM: Brigid L. DeVries, Commissioner
Larry Boucher, Assistant Commissioner

DATE: June 3, 2004

RE: 2004 Title IX Forms Submission

School	Western Hills High School	Reviewed by	Phyllis Catlett
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The following is a status report regarding the required 2003 - 2004 Title IX submission of forms due in to the KHSAA office by April 15, 2004. 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-36 (Budget Expenses)
✓	T-1 (Summary Program Chart 1)	✓	T-41 (Checklist – Overall Interscholastic Program)
✓	T-2 (Summary Program Chart 2)	✓	T-60 (Corrective Action Plan)
✓	T-3 (Summary Program Chart 3)	✓	T-63 (Interscholastic Survey Results)
✓	T-4 (Summary Program Chart 4)	✓	T-68 (Five Year Summary)
✓	T-35 (Budget Expenses)		

II. Status

A.	✓	2003 – 2004 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.	✓	Other Recommendation and Comments: <ul style="list-style-type: none"> ▪ Travel expenditures for baseball and boys' basketball should be reviewed by the Gender Equity Review Committee to determine if there is equity in relationship to the other sports. ▪ School personnel have given a written explanation regarding expenditures. School personnel also have identified areas in the program that boys have advantages. ▪ The school has made numerous improvements. Good report, thanks for all the hard work.



**2003-2004 KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
ANNUAL VERIFICATION OF TITLE IX PROCEDURES
(To be submitted by April 15, 2004 along with other required forms)**

The Western Hills High School, Frankfort, 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, 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 and provide attachment if necessary)

Name	Address	Phone	Title
Paul Dunlap	100 Doctors Drive Frankfort, KY 40601	502-875-8400	Assistant Principal
Jenny McCarty	100 Cove Spring Road Frankfort, KY 40601	502-875-8400	Athletic Director
Chrissy Jones	100 Doctors Drive Frankfort, KY 40601	502-875-8400	Principal
Chris Engstrand	100 Doctors Drive Frankfort, KY 40601	502-875-8400	Teacher/Coach
Enoch Welch	Bondurant Drive Frankfort, KY 40601	502-875-8440	Teacher/Coach
Phil Plant	2129 Crystal Creek Dr. Frankfort, KY 40601	502-875-1333	Community Member
George Arnold	Owenton Road Frankfort, KY 40601	502-223-7284	Community Member
Teresa Abell	528 Leawood Drive Frankfort, KY 40601	502-875-4180	Parent
Steve Coleman	328 Harrodswood Frankfort, KY 40601	502-223-4196	Parent
Donna Keene	470 Alpha Drive Frankfort, KY 40601	502-226-3900	Parent

Lona Brewer	2440 Lebanon Ridge Rd. Frankfort, KY 40601	502-875-2907	Parent
Will Doerting	801 Bridgeport Road Frankfort, KY 40601	502-223-4749	Student
Dani Smith	204 Exmoor Court Frankfort, KY 40601	502-223-0830	Student

- Scheduled a minimum of three meetings during the 2003-2004 school year on the following dates:
8-26-03
10-13-03
1-14-04
2-25-04

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

Jenny McCarty	Athletic Director	100 Doctors Drive Frankfort, KY 40601	(502-875-8400)
Name	Title	Address	Phone

- 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.

Christy Jones
Principal's Signature

March 22 20 04
Date

[Signature]
Superintendent Signature

Linda F. LaFontaine
School Board Chairpersons' Signature

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

2003-2004
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 1

KHSAA
 Form T1
 Rev. 8/03

Participation Opportunities Test One

		(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	357	52%	182	45%
Row 2	BOYS	331	48%	226	55%
Row 3	Totals	688	100%	408	100%

Instructions:

*Number of 8th grade students & below used in Column 3 and Column 4 calculations if applicable: 50

- 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 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, (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 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.
- 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: Christy Jones Date: 3-22-04

ACCOMMODATION OF INTERESTS AND ABILITIES**SUMMARY PROGRAM CHART 2****Participation Opportunities Test Two**

			Column 1	Column 2	Column 3	Column 4	Column 5
Program			Number of Teams Currently Offered	Number of Participants	Number of Teams Added in Last Five Years	Number of Participants Added in Last Five Years	Percent of Total Participation By Sex Added in Last 5 Years
GIRLS	Row 1	varsity:	9	98	1	20	
	Row 2	j.v.:	4	56	1	14	
	Row 3	frosh:	2	28	1	14	
	Row 4	total:	15	182	3	48	26%
BOYS	Row 5	varsity:	10	147	0	0	
	Row 6	j.v.:	4	52	0	0	
	Row 7	frosh:	2	27	1	15	
	Row 8	total:	16	226	1	15	0.06%

- 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.

Note: If the percentage of current 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.

Principal's Signature: Chussig Jones Date: 3-22-04

2003-2004
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 3

KHSAA
 Form T3
 Rev. 8/03

Participation Opportunities Test Three

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

	GIRLS (Yes / No)		BOYS (Yes / No)
1. For a sport not currently played at the interscholastic level (varsity, junior varsity, or freshman) in your school, is there an intramural team offered for that sport?	No		No
2. For a sport <u>not</u> currently offered in your interscholastic athletics program, is there sufficient interest to form a viable interscholastic team based on participation on an intramural team or community recreation teams?	No		No
3. For a sport <u>not</u> currently offered, is there sufficient interest to form a viable interscholastic team based on student responses from the interscholastic survey?	No		No
4. For a sport currently offered at the varsity level only, is there sufficient interest to form a viable team for a junior varsity, or freshman team that is not currently offered?	No		No
5. For a sport currently offered at the junior varsity or freshman level is there sufficient interest to form a varsity team not currently offered?	No		No
6. If you answered YES to question (1), (2), (3), (4), or (5), are there enough high schools in your geographic area offering the sport (at the appropriate level) to allow for the development of a reasonable schedule of competition?			

Principal's Signature: Chussy Jones Date: 3-22-04

2003-2004
ACCOMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 4

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	98	54%
Row 2	j.v.:	4	56	31%
Row 3	frosh:	2	28	15%
Row 4	total:		182	100%
Boys				
Row 5	varsity:	10	147	65%
Row 6	j.v.:	4	52	23%
Row 7	frosh:	2	27	12%
Row 8	total:		226	100%

- 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.)
- 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.)
- 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: Christy Jones Date: 3-22-04

**BUDGETED AND ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART
TO INCLUDE BOOSTER CLUB FUNDING**

	equipment and supplies		travel		awards		coaches' salaries (to include supplemental and extended employment)	facilities improvements		publications (if sport-specific)	
	B	E	B	E	B	E		B	E	B	E
G basketball	10000	14423.31	5500	6280	4500	4460.07	15942.00	1053	1053		
B basketball	10000	17299.94	28500	30169.00	4500	3174.55	16045.00	1053	1053		
G softball	6400	12363.77	4200	2776	3600	5506.12	9547.00	23000	32625.70		
B baseball	9000	10045.17	22980.00	20312.65	2500	3978.32	5246.00	11700	10146.29		
G cross country		1627.22				294.15	872.50				
B cross country		1627.22				294.15	872.50				
G golf		3734.99		1163.27		2213.81	1439.00				
B golf		3021.22				1062.22	1542.00				
G soccer		3268.16				1400.62	2766.00		230.62		
B soccer		3473.11				1525.62	4706.00		230.62		
G swimming		86.71				136.37	1027.00				
B swimming		86.71				136.37	1027.00				

- Budget and expenditures on this 2003-2004 year report due by April 15, 2004, should reflect the total monies budgeted and spent for the entire year of 2002-2003 ending June 30, 2003.
- "B" is for budgeted dollar amounts and "E" is for actual dollar expenditures.
- Booster Club Funding/Contributions must be included in the expenditures total.
- Indicate percentage of total expenditures for each gender: Total Expenditures \$ _____ % for boys _____ % for girls _____

Principal's Signature: Shirley Spruiell Date: March 22, 2004

**2003-2004
BUDGETED AND ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2
TO INCLUDE BOOSTER CLUB FUNDING**

Teams	equipment and supplies		travel		Awards		coaches' salaries (to include supplemental and extended employment)	facilities improvements		publications (if sport-specific)	
	B	E	B	E	B	E		B	E	B	E
G track		399.92				45.12		2039.50			
B track		722.92				45.12		2039.50			
G tennis		251.85				44.12		1236			
B tennis		257.32				44.12		1236			
G volleyball		1243.62	100	87.34	400	457.79		3690			
B wrestling		261.42				44.12		2369			
G (list sport)											
B (football)	8500	15707.16	2500	2153	6000	5568.12		23401	2500	33393.50	
G (list sport)											
B (list sport)											

- Budget and expenditures on this 2003-2004 year report due by April 15, 2004, should reflect the total monies budgeted and spent for the entire year of 2002-2003 ending June 30, 2003.
- "B" is for budgeted dollar amounts and "E" is for actual dollar expenditures.
- Booster Club Funding/Contributions must be included in the expenditures total.
- Indicate percentage of total expenditures for each gender: Total Expenditures \$359049.61 % for boys 58 % for girls 42

Principal's Signature: Cherry Spivey Date: March 22, 2004

**Explanation of Expenditures
Title IX 2003-2004 Form T-35**

Boys Basketball Team Travel – The larger amount for boys is due to the rotation of travel for our boys and girls teams from year to year. Our booster clubs funds a trip in which our boys and girls teams travel out of state during the holiday season. We have combined boys and girls booster club and this past year was the boys' trips out of state.

Boys Baseball Team Travel – Both softball and baseball have active but separate booster clubs. The girl's softball booster club had adequate funds to send the team out of state for a spring break Florida trip. The members of our girls' softball team did not want such a trip. However, they traveled to weekend tournaments in which over-night accommodations were provided by the boosters club. Obviously, an out of state trip is much more expensive and our female athletes were not denied the opportunity to travel. The girls not coaches voted on this decision.

Boys Track shows a larger sum than girls. This past year we simply had only one female on our track team. The difference in numbers makes up for the difference in funds expended.

Boy's soccer has a larger expenditure for coach's salaries. We were not able to find an assistant girls soccer coach for the 2002-2003 school year. We did have a volunteer who helped in practice but did not want to be officially hired. We were able to find an assistant coach for the 2003-2004 school year.

2003-2004 KHSAA TITLE IX ATHLETICS AUDIT

KHSAA
Form T41
Rev. 8/03

Checklist - Overall Interscholastic Athletics Program

Areas of Compliance	ADVANTAGE TO (Respond based on Internal Evaluation by checking the appropriate column.)		
	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
Athletic Scholarships			X
Tutoring			X
Housing and Dining Facilities and Services			X
Recruitment of Student Athletes			X

Principal's Signature: Chussij Jones Date: 3-22-04

SCHOOL NAME

Western Hills High School

2003-2004

TITLE IX

CORRECTIVE ACTION PLAN

To complete this form, indicate the intended area which needs corrective action, the suggested change and 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, 2004.

ITEM FOR CORRECTION	SUGGESTED CHANGE	TIME TABLE FOR CORRECTIVE ACTION
Scheduling of Prime-Time Contests for Girls	Comply with the KHSAA requested 60/40 amount of prime time opportunities for girls.	2004-2005 Season
Softball Facility Comparable to Boys Baseball	Ensure full implementation of the plan for bleachers, scoreboard, press box and dressing facilities for our softball complex.	2004-2005

- For all areas currently identified as items for correction, an intended corrective action explanation is needed. THIS FORM SHALL BE TYPED.

Principal's Signature:

Christy Jones

Date:

March 22, 2004

2003-2004 INTERSCHOLASTIC ATHLETICS SURVEY
Summary of Student Responses

School Name	Western Hills High School
Enrollment	688
Date	3-21-04
Completed By	Jenny McCarty

Instructions:

1. Summarize the Student Athletics Interest Surveys Form T-61 by listing the total number of responses on the line next to each sport.
2. Under the Other Category please provide a listing of the sports as well as the number of students who are interested in participating.
3. Please sign and date the Summary Form (T-63) and mail the Summary Form only to the KHSAA by April 15, 2004. Do not mail the student surveys (Form T-61). However, these Forms should be maintained in your files in the event they are requested subsequently.

 625 Number of Surveys
 572 Total Returned (*A minimum of 80% return is expected*)
 8-11 Grades Surveyed

How Was The Survey Administered? Homerooms
(e.g. was it given in all English classes, or all home rooms, or advisee/advisor?)

Fall Sports (List Total Number of Participation Responses)

 13 Cross Country (Girls)
 35 Cross Country (Boys)
 21 Field Hockey (Girls)
 66 Football (Boys)
 18 Golf (Girls)
 21 Golf (Boys)
 62 Soccer (Girls)
 52 Soccer (Boys)
 89 Volleyball (Girls)
 24 Volleyball (Boys)

Winter Sport (List Total Number of Participation Responses)

 62 Basketball (Girls)
 90 Basketball (Boys)
 72 Gymnastics (Girls)
 32 Indoor Track (Girls)
 32 Indoor Track (Boys)
 51 Swimming & Diving (Girls)
 11 Swimming & Diving (Boys)

Spring Sport (List Total Number of Participation Responses)

73	Baseball (Boys)
52	Fast Pitch Softball (Girls)
36	Slow Pitch Softball (Girls)
51	Tennis (Girls)
27	Tennis (Boys)
34	Track (Girls)
45	Track (Boys)

Other Sports (From Student Survey T-61 Question 10)

Name of Sport	Number of Students Interested In Participating
Lacrosse	24
Rodeo	4
Intramural Basketball	1
Gymnastics	2
Field Hockey	8
Frisbee Golf	1
Ultimate Frisbee	2
Yoga	1
Boys Volleyball	1
Shooting	2
Archery	1

Number of Students who participate in Intramural Sports. 24 (We do not have Intramurals at WHHS) These are mostly middle school answers (From Student Survey T-61 Question 5)

<u>Sport</u>	<u>Number</u>
Soccer	5
Basketball	7
Golf	2
Volleyball	4
Swimming	2
Baseball	4

List Intramural Sports students are interested in adding: (From Student Survey T-61 Question 6)

<u>Sport</u>	<u>Number</u>
Basketball	15
Rugby	5
Cheerleading	3

Field Hockey	6
Racing	1
Girls Wrestling	3
Softball	1
Ultimate Frisbee	2
Gymnastics	3
Checkers	2
Swim	1
Soccer	1

Participation in Non-School Sports Activities
(From Student Survey T-61 Question 7)

<u>Sport</u>	<u>Number</u>
Softball	
Dance	
Color Guard	
Basketball	
Football	
Swim	
Martial Arts	
Volleyball	
Rodeo	
Soccer	
Bowling	
Handball	
Lacrosse	
Cricket	
Biking	
Weightlifting	
Skateboarding	
Golf	
Ultimate Frisbee	
Shooting	
Horseback Riding	

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

Response	Number
___47_ I prefer other activities such as band, chorus, etc.	
___77_ I don't have time	
___17_ The practice schedules and game times are inconvenient	
___16_ The sport I like isn't offered	
___20_ It's too expensive	
___10_ I prefer to participate in club or intramural sports	

41 Working
 62 Other

Student Suggestions to encourage participation

Talk more about sports, make is sound fun and exciting, less practice, school to strict, lower grade average, more intramural sports, advertise try outs more, Get new JV soccer coaches, make is cheaper, more support, coaches show less favoritism, treat all sports the same, coaches not so discouraging.

Chrissy Jones

3-22-04

Principal's Signature

Date