



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
Lexington Christian Academy

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

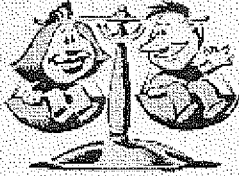
Date: August 22, 2005

Subject: 2004-2005 Title IX Annual Report Forms Submission

Enclosed please find a copy of Form T-65, the 2004-2005 KHSAA Title IX Annual Report Submission Status Report. 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 Team Members may have requested resubmission of some of the 2004-2005 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.



**KHSAA TITLE IX
ANNUAL REPORT SUBMISSION
STATUS REPORT
2004-2005**

KHSAA
Form T65
Revised 4/05

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

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

DATE: August 22, 2005

School	Lexington Christian Academy	Reviewed by	Allen W. Jackson
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The following is a status report regarding the required 2004 - 2005 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2005. 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:

✓	GE 19 (Annual Verification)	✓	T-35 (Budget Chart)
✓	T-1 (Summary Program Chart 1)	✓	T-36 (Budget Chart)
✓	T-2 (Summary Program Chart 2)	✓	T-41 (Checklist – Overall Interscholastic Program)
✓	T-3 (Summary Program Chart 3)	✓	T-60 (Corrective Action Plan)
✓	T-4 (Summary Program Chart 4)		

II. Status

A.	✓	2004 – 2005 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.	✓	<p>Other Recommendation and Comments:</p> <ul style="list-style-type: none"> ▪ Monitor the amount of money spent on girls' athletics as compared to boys' athletics. Explain the \$5,100 spent on baseball equipment & supplies as compared to the \$1,000 spent on girls' equipment & supplies. This is an item listed on the Corrective Action Plan under # 6; however, it is unclear as to whether this adequately justifies the difference. If used by both, show the amount under softball. ▪ The overall percentage of total expenditures for each gender is 66% for the boys and 34% for the girls. ▪ Submit any explanations/additional information to the KHSAA no later than September 30, 2005.



**2004-2005 KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
ANNUAL VERIFICATION OF TITLE IX PROCEDURES**
(To be submitted by April 15, 2005 along with other required forms)

APR 15 2005

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, 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
(see attached list)			

Scheduled a minimum of three meetings during the 2004-2005 school year on the following dates:
12/9/04; 2/17/05; 3/23/05; 4/13/05

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

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

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

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.

Principal's Signature

15 April 2005
Date

Superintendent Signature

School Board Chairpersons' Signature

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

LCA Title IX

Gender Equity Committee Members 2004 -2005

Name	Role(s)	Email - address	Home Phone	Work Phone	12/9/04 Attended	2/17/05 Attended	03/23/05 Attended	04/13/05 Attended
Paige Patterson-Grant	Parent, Athletic Comm	ppgrant@us.ibm.com 520 Cave Spring Drive Nicholasville, KY 40356	881-1415 552-4284 (cell)	232-5702	X	X	X	X
Brad Walls	Athletic Director	bwalls@lexingtonchristian.org	224-8333	422-5766	X			X
Justin Yeary (2004 - Kathy Topolski)	Asst A. D.	jyeary@lexingtonchristian.org	351-0102	422-5753	X		X	X
Brenda Emery	Females Coach	2224 Newmarket Way Lexington, KY 40504	223-8315	--				
Jason Seamonds	Males Coach	499 Chelsea Woods Drive Lexington, KY 40509	269-8556	--				X
Erica Downs	Student Athlete	602 Gingermill Lane Lexington, KY 40509	338-5408	--		X		X
Matt Sherbenske	Student Athlete	2228 Abbeywood Lexington, KY 40515	245-2917	--		X		X
Emily London	Student Athlete	3157 Brighton Place Lexington, KY 40509	263-3080	--		X		X
Ross Hill	Student Athlete	612 Beresford Drive Lexington, KY 40505	293-5191	--		X		X

LCA Title IX

Executive Summary 2004-2005 Review by the Gender Equity Committee

The Lexington Christian Academy (LCA) High School Athletics Committee continued its support of a Gender Equity Committee (GEC) to evaluate and address the overall athletics program at the High School level. The GEC was originally formed in 1999, at the request of the KHSAA, to assess Title IX compliance which is required by KHSAA for its participating schools. The three major areas reviewed were:

- a) effective accommodation of student interests and abilities,
- b) athletic financial assistance, and
- c) other program components such as equipment, supplies, schedules, facilities, etc.

To assess compliance for the accommodation of interests and abilities, the LCA GEC addressed all prongs. We need only to comply with one test from each of the two categories below to be compliant.

Participation Opportunities:

1. Provide athletic participation opportunities for students which are substantially proportional to the enrollment percentages at the school.
2. Demonstrate a history and continuing practice of expanding sports offerings that is responsive to the developing interests and abilities of the underrepresented sex.
3. Show that the school is fully and effectively accommodating the athletic interest and abilities of the underrepresented sex.

Levels of Competition:

1. Provide proportionally similar numbers of male and female athletes with equivalently advanced competitive opportunities.
2. Demonstrate a history and continuing practice of upgrading the competitive opportunities available to the disadvantaged sex.

To assess compliance for athletic financial assistance, the LCA GEC reviewed the overall impact of expenditures across all athletics. This included the fund-raising activities of the booster clubs. The budgets provided for male and female sports do not have to be equal, but overall, the programs should be equitable.

To assess compliance for the other program components, the GEC reviewed and summarized the coach's surveys.

NOTE: LCA receives no federal financial assistance and is not covered by Title IX. LCA has elected to comply with the provisions set out in Title IX in connection with its membership in KHSAA.

2004-2005
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 1

KHSAA
 Form T1
 Rev. 10/04

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	182	45%	158	42%
Row 2	BOYS	220	55%	216	58%
Row 3	Totals	402	100%	374	100%

Instructions:

*Number of 8th grade students & below used in Column 3 and Column 4 calculations if applicable: 34 boys / 32 girls

- 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:  Date: 15 April 05

2004-2005
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 2

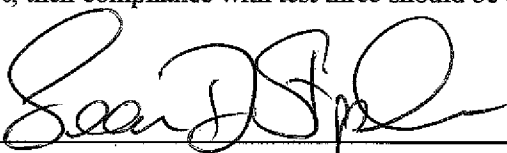
KHSAA
Form T2
Rev. 10/04

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	113	2	13	
	Row 2	j.v.:	4	45	3	33	
	Row 3	frosh:	0	0	0	0	
	Row 4	total:	13	158	5	46	29%
BOYS	Row 5	varsity:	9	140	1	32	
	Row 6	j.v.:	4	68	2	45	
	Row 7	frosh:	1	8	0	0	
	Row 8	total:	14	216	3	77	36%

- 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:  Date: 15 April 05

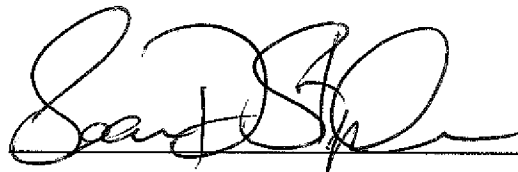
2004-2005
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 3

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, based on your most recent Student Interest Survey, to form a viable interscholastic team based on student responses from the interscholastic survey? If yes, what sport?	Yes Field Hockey, Lacrosse, Gymnastics		Yes Wrestling
4. For a sport currently offered at the varsity level only, is there sufficient interest, based on your most recent Student Interest Survey, to form a viable team for a junior varsity or freshman team that is not currently offered?	Yes JV Soccer F Basketball		No
5. For a sport currently offered at the junior varsity or freshman level is there sufficient interest, based on your most recent Student Interest Survey, 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?	Yes JV Soccer, Gymnastics		Yes Wrestling

Principal's Signature: _____



Date: _____

15 April 05

2004-2005
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	113	72%
Row 2	j.v.:	4	45	28%
Row 3	frosh:	0	0	0%
Row 4	total:		158	100%
Boys				
Row 5	varsity:	9	140	65%
Row 6	j.v.:	4	68	31%
Row 7	frosh:	1	8	4%
Row 8	total:		216	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: _____

Date: 15 April 05

**2004-2005
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)
	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures
G basketball	300	600	800	8100	6600	0
B basketball	300	150	1100	8100	3500	0
G softball	1000	0	150	6000	7000	0
B baseball	5100	500	500	6000	5800	0
G cross country	0	0	80	700	0	0
B cross country	0	0	80	700	0	0
G golf	0	300	60	1400	0	0
B golf	0	100	0	1400	0	0
G soccer	1300	0	400	5700	300	0
B soccer	3000	300	160	5700	1100	0
G swimming	75	0	140	2900	0	0
B swimming	75	0	140	2900	0	0

1. Total expenditures on T-35 and T-36 on the 2004-2005 year report due by April 15, 2005, should reflect the total monies spent (rounded off to nearest hundred) for the entire year of 2003-2004 ending June 30, 2004.

2. Booster Club Funding/Contributions must be included in the expenditures total.

Principal's Signature: _____

Date: 15 Apr, 105

**2004-2005
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)
	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures	Expenditures
G track	620	0	0	750	850	0
B track	620	0	0	750	850	0
G tennis	650	0	300	1600	60	0
B tennis	650	0	300	1600	60	0
G volleyball	700	0	400	3900	0	0
B football	11900	2700	4900	9500	23600	0

- Total expenditures on T-35 and T-36 on the 2004-2005 year report due by April 15, 2005, should reflect the total monies spent (rounded off to nearest hundred) for the entire year of 2003-2004 ending June 30, 2004.
- Booster Club Funding/Contributions must be included in the expenditures total.
- Indicate percentage of total expenditures for each gender: Total Expenditures \$ 157,870 % for boys 66 % for girls 34

Principal's Signature:  Date: 15 April 05

2004-2005 KHSAA TITLE IX ATHLETICS AUDIT
Checklist - Overall Interscholastic Athletics Program

KHSAA
Form T41
Rev. 10/04

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.

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
Athletic Scholarships			X-Not applicable
Tutoring			X-Not applicable
Housing and Dining Facilities and Services			X-Not applicable
Recruitment of Student Athletes			X-Not applicable

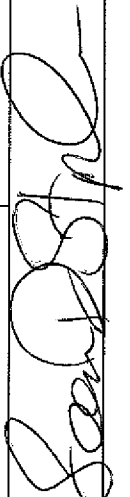
Principal's Signature:  Date: 15 April 05

CORRECTIVE ACTION PLAN

DIRECTIONS:

- For Column 1, indicate the intended area 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.
- 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.
- You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April 15, 2005.

COLUMN 1	COLUMN 2	COLUMN 3
ITEM FOR CORRECTION/ IMPROVEMENT	SUGGESTED CHANGE/ ACTIVITIES	TIME TABLE FOR CORRECTIVE ACTION/ COMPLETION
Girl's Basketball facility improvements elevated	Lockers purchased for girl's locker room to make equivalent to boy's basketball locker rooms	Completed.
Boy's baseball equipment and supplies above girl's softball.	Equipment purchased by baseball used on softball and baseball fields.	Completed.
Girl's Soccer numbers are down from boy's soccer numbers because girl's lack JV soccer team.	Addition of girl's JV soccer team.	2006/2007
Football facility improvements	Improvements will serve boy's and girl's soccer as well as boy's and girl's track.	2005/2006



Principal's Signature:

Date: 15 April 05

DIRECTIONS:

1. For Column 1, indicate the intended area 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, 2005.

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>Add volleyball as a valid female athletic team. Since schedules have not been accounted for and experience/skills have not been evaluated, begin with an intramural program within the next 2 years and move into a junior varsity program within 3 years.</p>	<p>Add intramural volleyball by Fall 2002.</p> <ul style="list-style-type: none"> • 11/3/00 – to be introduced Spring 2001. • 2/27/01 – VB begins March 26, 2001. CLOSED. <p>Add junior varsity volleyball by Fall 2003.</p> <ul style="list-style-type: none"> • 11/3/00 – on schedule; may be earlier. • 4/4/01 – Athletic Dept. to evaluate the Spring 2001 intramural program to see if Freshman or JV program can begin in Fall 2001; investigating coaching position. • 11/12/01 – Full time coaching position is posted in sports calendar of Herald-Leader; request will be sent to the Kentucky Basketball Academy's VB Director and sent to the LCA campuses. • 2/6/02 – Still looking for head coach. • 4/12/02 – 3 candidates to consider. • 6/02 – Coach hired and program underway. CLOSED. <p>4/12/02 – FB was Varsity in 2001-2002; Volleyball to begin</p>

Lexington Christian Academy

	<p>Add JV girls soccer program.</p> <p>Encourage more athletic participation for all students by increasing the publicity of the sport offerings.</p> <p>Encourage more athletic participation for all students by providing lessons during Physical Education classes at elementary and junior high school levels.</p>	<p>2002-2003. Varsity & JV Volleyball program began 2002-2003. CLOSED.</p> <p>Add JV girls soccer program in 2004-2005 school year.</p> <ul style="list-style-type: none"> • 3/22/04 – Plans are in place for a JV program to begin. • Also began girls soccer program for the middle school. (In addition, middle school boys baseball began.) • 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. <p>Publicize the Athletic Fair to all current students enrolled and have Coaches on hand to answer questions.</p> <ul style="list-style-type: none"> • 11/3/00 – 2001-2002 Athletic Fair to be held on the first Friday after school begins to increase attendance. • 3/13/01 – Not scheduled yet. • 4/4/01 – To be scheduled on Thursday evening after school begins (tentatively Aug. 23rd or Aug. 30th). • 11/12/01 – Athletic Fair not held this year; Athletic Dept. is redefining its value overall. • 4/12/02 – Athletic Dept. and High School decided to change Athletic Fair. Other means to be used. CLOSED. <p>Discussed participation opportunities with KHSAA Review Team Members during on-site audit.</p> <ul style="list-style-type: none"> • 1/29/03 – Recommendation stated (example is for Phys Ed teachers to teach golf, volleyball, soccer, etc. thereby providing children opportunities to experience the sport hands-on.) Suggestion to be explored. • 4/1/04 – Different sports activities, such as soccer and volleyball, are played during PE class, at the 4th grade level and up. CLOSED.
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Lexington Christian Academy

	<p>Encourage more athletic participation for all students by offering day camps to students during the summer months as an alternative child care for grades 1-6. High school athletes and coaches would participate, demonstrating and teaching their respective sport.</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>Expand additional sports into middle school.</p>	<p>Day Camp Program began summer of 2003 for grades K-6. Participation by teams and children was high.</p> <ul style="list-style-type: none"> • 4/1/04 – It is scheduled to be offered for summer 2004. 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. <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.
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Lexington Christian Academy

<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>Begin moving and rescheduling contracted games for 2000-2001.</p> <ul style="list-style-type: none"> • 11/3/00 -- To begin Spring 2001 • 2/27/01 -- Began scheduling for upcoming year in Soccer & Basketball. • 4/4/01 -- Athletic Director working with Girl's Varsity Basketball Coach on scheduling Tuesday & Friday evening games. • 2/6/02 -- At upcoming District meetings, Athletic Dept. will discuss this potential change in schedule with other schools, so that multiple schools can begin this type of rotation, and may begin with the district games, in near future. • 4/12/02 -- CLOSED. <p>Establish guidelines for when new contracts are signed for later seasons of soccer and basketball.</p> <ul style="list-style-type: none"> • 11/3/00 -- Soccer and Basketball in 2001-2002 seasons will have 2-3 doubleheaders with boys and girls teams. • 2/27/01 -- phasing this in for Soccer & Basketball in 2001-2002. • 4/4/01 -- Some boy/girl games have been scheduled for 2001-2002 Basketball season where both varsity teams would play on a weekend evening. • 1/22/03 -- CLOSED. <p>Continue work with Region 11 programs.</p> <ul style="list-style-type: none"> • 3/22/04 -- LCA Athletic Director is working with Region 11 Athletic Directors to schedule more Boy / Girl double headers for Friday nights for 2004-2005 season. • 4/1/05 -- Double headers are scheduled for basketball games (girls & boys). CLOSED.
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<p>Ensure adequate practice times and gym availability is equal between girls' and boys' basketball teams.</p> <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>Develop policy for Athletic Handbook stating gym availability and usage priority.</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 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. <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.
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<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>Ensure new game and practice uniforms are evenly distributed among boys and girls teams as uniforms are replaced.</p>	<p>Develop a rotation of uniforms plan by December 1, 2000 for implementation in 2001-2002 school year as uniforms are replaced.</p> <ul style="list-style-type: none"> • 11/3/00 – This action underway. • 2/27/01 – Athletic Director requested help from the GEC on evaluating uniforms. • 11/12/01 – GEC student members to assess uniforms. • 2/6/02 – Athletic Dept stated that all men & women varsity uniforms have been updated within the past 2 years and are in the process of establishing a rotation for new ones. Also looking at an overall uniform budget line item instead of by individual sport, so that rotation plan could be used. JV & Frosh continue to get Varsity hand-me-downs. <p>CLOSED</p>
<p>Review baseball and softball uniforms and other equipment (helmets, bags) to ensure evenly distributed.</p>	<p>Review baseball and softball uniforms and other equipment by February 2001 and account for any updates in the 2001-2002 budget.</p> <ul style="list-style-type: none"> • 11/3/00 – Coaches have been sent letters to evaluate budget needs. • 2/27/01 – Athletic Director requested help from the GEC on evaluating uniforms. <ul style="list-style-type: none"> • 2/6/02 – Athletic Dept stated that all men & women varsity uniforms have been updated within the past 2 years and are in the process of establishing a rotation for new ones. Also looking at an overall uniform budget line item instead of by individual sport, so that rotation plan could be used. JV & Frosh continue to get Varsity hand-me-downs. CLOSED <p>Ensure policy is written for rotation schedule.</p> <ul style="list-style-type: none"> • 5/1/03 – LCA Athletic Handbook 2003-2004 included statement on uniform rotation policy. CLOSED. 	<p>Review baseball and softball uniforms and other equipment by February 2001 and account for any updates in the 2001-2002 budget.</p> <ul style="list-style-type: none"> • 11/3/00 – Coaches have been sent letters to evaluate budget needs. • 2/27/01 – Athletic Director requested help from the GEC on evaluating uniforms. <ul style="list-style-type: none"> • 2/6/02 – Athletic Dept stated that all men & women varsity uniforms have been updated within the past 2 years and are in the process of establishing a rotation for new ones. Also looking at an overall uniform budget line item instead of by individual sport, so that rotation plan could be used. JV & Frosh continue to get Varsity hand-me-downs. CLOSED <p>Ensure policy is written for rotation schedule.</p> <ul style="list-style-type: none"> • 5/1/03 – LCA Athletic Handbook 2003-2004 included statement on uniform rotation policy. CLOSED.

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	<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>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.
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<p>4. 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>Ensure improvements made to locker rooms are available to both boys' and girls' teams.</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"> • 1/13/00 – Still in long-term plans. • 2/27/01 – Temporary locker rooms are available in the basement now for football, baseball, and softball. • 4/4/01 – Temporary locker rooms are available in the gym for all basketball teams. • 2/6/02 – Still in long-term plans. • 4/12/02 – Temporary locker rooms in use, and have been recently updated, along with additional space developed in basement. CLOSED. • 4/1/04 – Additional work has been completed in upgrading the locker room facilities for both girls and boys (for sports played in the gym mainly). CLOSED. • 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) <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.
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<p>5. Facilities</p> <p>Office space for coaches should be available to all teams, as needed.</p> <p>Softball & Baseball fields should be similar in equipment and quality</p>	<p>Ensure that when coach's offices are built at the LCA High School campus that boys and girls coaches have similar accommodations.</p> <p>Review softball field for possible updates, such as:</p> <ul style="list-style-type: none"> • storage • batting cage usage • dugouts / homeplate areas painted • wind screen on outfield fence • distance numbers on outfield fence • artificial turf for dugout area • scorer's table 	<p>As funds become available, facilities will be built which may include coach's offices. The long-term plan is to have coach's offices when the gym is completed, within 5 years.</p> <ul style="list-style-type: none"> • 11/3/00 – Interim are set-up for 2000-2001. • 2/27/01 – Offices have been set-up, however the coaches are not using them. Need to determine why not being used. • 3/13/01 – GEC discussed with the coaches present the use of office; they stated they do not need it. It is used primarily by the Girl's Basketball coach. • 2/6/02 – CLOSED. <p>Funding provided for updating locker rooms, which displaced coaches' office space during 2002-2003.</p> <ul style="list-style-type: none"> ▪ 3/31/03 – Office space not currently available, but stated as a need in continually updated facilities plans. ▪ 4/1/04 – Athletic Dept. offices moved. Athletic Apparel Store established in previous years. CLOSED. <p>Assess and prioritize needs for Spring Season 2003.</p> <ul style="list-style-type: none"> • 1/23/03 – Discussed conducting assessment of need with GEC Coordinator and Athletic Dept. • 3/31/03 – Analysis by GEC Coordinator & Athletic Dept.: <ul style="list-style-type: none"> storage – space available inside school; Athletic Dept. working on providing storage near softball field, such as out-building. batting cage – available for both teams to use. dugouts – no update. wind screens on fences - not needed due to size of fence. distance numbers – Athletic Dept. to determine need for softball field.
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<p>Tennis courts to be built on LCA property, for use by both girls and boys teams.</p> <p>Coaches survey comments considered.</p> <p>Trainer schedule should include availability for practices of all sports requesting trainer.</p>	<p>Tennis courts to be built, based on funds available.</p> <p>Additional locker rooms requested.</p> <p>Auxiliary gym completed.</p> <p>Lights for baseball field requested.</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>turf for dugouts – Athletic Dept. said not needed since shoe spikes are different. scorer's table – Athletic Dept. to have roof added to softball field scorer's table.</p> <ul style="list-style-type: none"> • 3/22/04 – Discussed at GEC meeting. All areas reviewed and determined to be handled equitably, with storage available and roof added for softball use. CLOSED ALL ABOVE. • 3/22/04 – Funding needs being discussed for courts within next 2-3 years. • 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. • 4/1/04 – Additional locker rooms and storage considered as funding becomes available for sports not using gym (football, soccer, baseball & softball). • 4/1/05 – Continue to need additional locker room and storage facilities for teams not using gym; to be provided as funding becomes available. • 4/1/04 – Auxiliary gym flooring to be upgraded as funding becomes available. • 4/13/05 – Upgrade to floor to be made available for 2005-2006 school year. • 4/1/04 – Lights for baseball and softball fields to be installed as funding becomes available. • 4/1/05 – Funding still needed to provide lighting. <p>Update trainer's schedule to include availability at practices. 4/13/05 – Review schedule with Athletic Department for recommended changes to be incorporated into 2005-2006 school year.</p>
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<p>6. Budget</p> <p>Budgets including booster club funding should be distributed equitably among all teams, as the sport needs.</p>	<p>Ensure that the budget for similar sports is equitable.</p> <p>Monitor the expenditures for similar sports so that over spending does not lead to inequities.</p>	<p>Budgets for 2000-2001 are in place. Booster club fund-raising needs are included in the budgets.</p> <ul style="list-style-type: none"> • 4/4/01 – General Athletic Booster Club has been seeking new opportunities for fund raising throughout the year and assisting the Athletic Director on educating parents and boosters about equitable fund raising and spending. • 4/12/02 – General Athletic Booster Club continues to provide additional fund-raising opportunities across all sports. CLOSED. <p>Athletic Director's office to monitor team expenditures throughout the 2000-2001 seasons.</p> <ul style="list-style-type: none"> • 1/13/00 – Fall 2000 sports concluded with budgets and spending equitable. • 2/27/01 – Budgets have been OK so far this school year. • 4/4/01 – CLOSED. • 4/1/04 – Review of expenditures for 2002-2003 found: • Baseball spent over twice as much as softball due to having twice as many participants and more tournament participation. Softball has new coach and more interest, so intent is softball participation will grow. (Determined that many items under baseball purchases were also used by softball team and baseball team members purchased own additional items, funding not provided by school or boosters.) • Football awards spending needs to be more in line with other sports. • Boys soccer had more participants, however girls JV Soccer to begin 2004-2005. (Determined facilities and equipment was
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	<p>Develop Booster agreements.</p>	<p>available to both boys' and girls' teams.)</p> <ul style="list-style-type: none"> • Coaching expenses differ in some sports due to volunteers vs. paid positions, but found to be equitable across overall athletic program. • 4/13/05 -- All items above CLOSED. • 3/23/05 -- Balanced budget prepared by Athletic Office and approved by school's board. CLOSED <p>GEC Coordinator to use draft provided by KHSAA to update for use at LCA; begin using 2002-2003 school year.</p> <ul style="list-style-type: none"> • 4/12/02 -- Draft to be completed for review with CFO and Athletic Dept meeting on 4/17/02. • 1/03 -- LCA Athletic Handbook was updated to include section on Booster Club responsibilities. • 3/31/03 -- GEC Coordinator to develop Booster agreement for 2003-2004 school year; to be reviewed with the CFO office and Athletic Dept. School is changing way fund-raising is conducted for Athletics, across the board. • 5/1/03 -- LCA Athletic Handbook included statement on Booster Clubs responsibilities, including fund-raising and expenditures. Parental signatures are required, so this serves as the agreement. • 3/22/04 -- CFO office is able to accommodate financial tracking needs for all parties, including the Athletic Dept. and Booster Clubs. CLOSED. <p>GEC to handle.</p> <ul style="list-style-type: none"> • 2/6/02 -- GEC will recommend to all booster groups a template spreadsheet to use so that all expenditures and income can be accounted for. Finance office can provide lists of income and spending by retailer, but booster groups need to account for where/how the money came in and what 'project' or items were purchased specifically. Will begin this with the 2002-2003 school year.
	<p>Develop Booster financial summaries.</p>	

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	<p>SEE ADDITIONAL T-60 FORM FOR EXPLANATION OF 2003-2004 BUDGET (provided with 2004-2005 package).</p>	<ul style="list-style-type: none"> • 4/12/02 – GEC Coordinator discussed this with CFO of High School and agreed to work together to determine financial summaries for all booster groups to use, meeting to be held on 4/17/02. • 4/2/03 – CFO office can provide reports on booster fund raising and spending as needed. • 5/1/03 – LCA Athletic Handbook included statement on Booster Clubs responsibilities, including fund-raising and expenditures. Parental signatures are required, so this serves as the agreement. • 3/22/04 – CFO office is able to accommodate financial tracking needs for all parties, including the Athletic Dept. and Booster Clubs. CLOSED.
<p>7. Coaches GEC to review number of male vs female coaches on staff, including head coaches, assistant coaches, and volunteer coaches.</p>	<p>Determine if change of focus is needed in coaching staffs.</p>	<p>GEC Coordinator and Athletic Dept to review prior to end of school year 2002-2003.</p> <ul style="list-style-type: none"> • 3/3/03 – Discussions began; current view of Athletic Dept. is that opportunities exist for either gender. • 3/22/04 – For 2003-2004, the number of female coaches is 11 and the number of male coaches is 24. GEC determined that this is equitable. In addition, other opportunities continue to exist. CLOSED.

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<p>8. Items to track from KHSAA on-site review.</p> <p>Several suggestions made during review. Specifics listed in 1/29/2003 meeting minutes Action Item List; tracked in this Corrective Action Plan, as areas are addressed.</p>	<p>Post all practice and game schedules, with locations.</p> <p>Update Budget forms from 2001-2002 to show how funds are equally expended, instead of how the funds are received.</p> <p>Additional policy statements to be written for several areas; to include in Athletic Handbook.</p>	<ul style="list-style-type: none"> • 3/31/03 – Athletic Dept. working on posting this for gyms and fields. • 5/1/03 – Statement included in the LCA Athletic Handbook. CLOSED. • 4/2/03 – CFO office will update forms and provide to GEC Coordinator on 4/4/03 for inclusion in annual report; to state how expended, not just budgeted. • 4/15/03 – Included updates in annual Title XI packet. CLOSED. • 4/2/03 – Athletic Dept. stated policy updates to be handled by the Athletic Committee meeting, scheduled for 4/15/03. • 5/1/03 – LCA Athletic Handbook updated for 2003-2004 school year and includes additional policies recommended during the onsite evaluation. CLOSED.
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<p>9. 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. <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.
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Principal's Signature:

Date: 15 April 05