



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
Paducah Tilghman High School

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

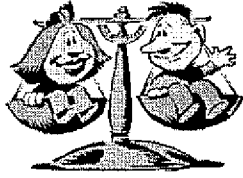
Date: July 27, 2006

Subject: 2005-2006 Title IX Annual Report Forms Submission

Enclosed please find a copy of Form T-65, the 2005-2006 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 2005-2006 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
2005-2006**

KHSAA Form T65
Revised 8/05

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

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

DATE: 7/26/2006

School	Paducah Tilghman	Reviewed by	Fran Edwards
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The following is a status report regarding the required 2005 - 2006 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2006. Appropriate KHSAA Audit Team personnel have reviewed these forms and the following is a summary of this review.

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

X	GE 19 (Annual Verification)	X	T-35 (Budget Expenses)
X	T-1 (Summary Program Chart 1)	X	T-36 (Budget Expenses)
X	T-2 (Summary Program Chart 2)	X	T-41 (Checklist – Overall Interscholastic Program)
X	T-3 (Summary Program Chart 3)	X	T-60 (Corrective Action Plan)
X	T-4 (Summary Program Chart 4)	X	T-63 (Interscholastic Survey Results)

II. Status

A.	X	2005 – 2006 Forms are satisfactory and no further information or action is necessary at this time.
B.		Errors have been noted with respect to the following forms:
C.		The following forms were omitted and must be submitted by school representatives:
D.	X	Other Recommendation and Comments: School personnel are encouraged to assign student representatives to the Gender Equity Review Committee. In the future please make certain that updated forms are used. T-35 and T-36 (Budget Expenses) used in this year's Annual Report were from a previous year.

PADUCAH TILGHMAN ATHLETICS

"INVESTING IN CHAMPIONS"

2400 Washington Street
Paducah, KY 42003

JOHN LEEPER, ATHLETIC DIRECTOR

270-444-5650 x 5657
270-444-5659 Fax

April 15, 2006

Memo To: Commissioner Devries

From: John Leeper

Re: Title IX

Please accept the enclosed document as verification of Paducah Tilghman's Title IX procedures for the 2005-2006 school year.





2005-2006 KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION ANNUAL VERIFICATION OF TITLE IX PROCEDURES

(To be submitted by April 15, 2006 along with other required forms)

The Paducah Tilghman High School 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 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
Dr. Tom Ballowe <i>TLB</i>	PO Box 2550 800 Caldwell	270.444.5600	Dir. Of Special Programs
Dennis Jackson	PO Box 2550 800 Caldwell	270.444.5600	Director of Personnel
Lyman Brown	PO Box 2550 800 Caldwell	270.444.5600	Director of Pupil Personnel
John Leeper <i>JRL</i>	2400 Washington Ave	270.444.5650	Athletic Director
Erin Hayden	2400 Washington Ave	270.444.5650	Teacher/Coach
Art Davis <i>AD</i>	2400 Washington Ave	270.444.5650	Principal

- ☐ Scheduled a minimum of three meetings during the 2005-2006 school year on the following dates:

Meeting 1: October 10, 2005

Meeting 2: January 12, 2006

Meeting 3: March 28, 2006

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

<u>John Leeper</u>	<u>Athletic Director</u>	<u>2400 Washington Ave</u>	<u>270.444.5650</u>
Name	Title	Address	Phone

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

<u>Dr. Tom Ballowe</u>	<u>Dir. Of Special Services</u>	<u>PO Box 2550 800 Caldwell St</u>	<u>270.444.5600</u>
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.

John R. Leeper II
Principal's Signature

4/12/
Date

20 06

[Signature]
Superintendent Signature

[Signature]
School Board Chairpersons' Signature

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

2005-2006
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	379	51.10%	205	43.62%
Row 2	BOYS	362	48.90%	265	56.38%
Row 3	Totals	741	100%	470	100%

Instructions:

*Number of 8th grade students & below used in Column 3 and Column 4 calculations if applicable: 47

- 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: _____

2005-2006
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	114	2	17	
	Row 2	j.v.:	6	82	2	29	
	Row 3	frosh:	1	9	1	9	
	Row 4	total:	16	205	5	55	26.83%
BOYS	Row 5	varsity:	9	145	0	0	
	Row 6	j.v.:	6	89	0	0	
	Row 7	frosh:	2	31	0	0	
	Row 8	total:	17	265	0	0	0

- 1) For Column 1, list the number of interscholastic teams offered for girls and boys at each competitive level (varsity, junior varsity, and freshman). For girls, total each of the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 2) For Column 2, list the number of participants at each level. For girls, total each of the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8. **Note:** The totals in Row 4 for girls and in Row 8 for boys must be the same as the totals in Form T-1, Column 3, Rows 1 and 2 respectively.
- 3) For Column 3, list the number of interscholastic teams that have been added in the last five years at each competitive level. Count each team added during the 5 year period only one time. e.g. Girl's junior varsity soccer was added 3 years ago, count the team only once, not 3 times. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 4) For Column 4, list the number of participants that are currently on each level of the teams that were added in the last five years. If a team was added previously but no longer exists, there are no current participants to be added for that team. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 5) For Column 5, calculate the percentage of participants that have been added in the last five years. For girls, take the number in Column 4, Row 4 and divide by the number in Column 2, Row 4. For boys, take the number in Column 4, Row 8 and divide it by the number in Column 2, Row 8.

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: John R. Regan II Date: 4/12/06

2005-2006
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?	NO		NO
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 (Volleyball)		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		N/A

Principal's Signature: John R. Rep II Date: 4/12/06

2005-2006
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	114	55.61%
Row 2	j.v.:	6	82	40.00%
Row 3	frosh:	1	9	04.39%
Row 4	total:		205	100%
Boys				
Row 5	varsity:	9	145	54.72%
Row 6	j.v.:	6	89	33.58%
Row 7	frosh:	2	31	11.70%
Row 8	total:		265	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: John R. Regan II Date: 4/12/06

2005-2006
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	10,555.87	4,465.41	247	10,000		
B basketball	9,282.60	2,184.26	262	10,000		
G softball	3,600	1,000	100	4,000		
B baseball	3,600	1,000	100	4,000		
G cross country	2,134.25	1,067.60	200	3,000		
B cross country						
G golf	455.25	991.35	89	4,000		
B golf	481.66	991.35	120	4,000		
G soccer	1,555.17	224.75	273	7,500		
B soccer	2,767.17	109.25	305	7,500		
G swimming	1,260	175.25	55	2,500		
B swimming						

1. Total expenditures on T-35 and T-36 on the 2005-2006 year report due by April 15, 2006, should reflect the total monies spent (rounded off to nearest hundred) for the entire year of 2004-2005 ending June 30, 2005.
2. Booster Club Funding/Contributions must be included in the expenditures total.

Principal's Signature: John R. Ragan II Date: 4/12/06
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2005-2006

KHSAA
Form T-36
REV. 10/04

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	2,973.29	150***	100	7,500		
B track	3,273.01	300	100	7,500		
G tennis	600	75	100	7,500		
B tennis	600	276	100	7,500		
G volleyball	1,607.27	603.84	80	4,000		
B wrestling	5,035	2,452	176	2,600.41		
G (list sport)						
B (football)	20,432.67	3,979.48	272	10,000		
G (list sport)						
B (list sport)						

*** Head Coach drives his own bus.

1. Total expenditures on T-35 and T-36 on the 2005-2006 year report due by April 15, 2006, should reflect the total monies spent (rounded off to nearest hundred) for the entire year of 2004-2005 ending June 30, 2005.

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

3. Indicate percentage of total expenditures for each gender: Total Expenditures \$ 196,037 % for boys 57 % % for girls 43 %

Principal's Signature: John R. [Signature] Date: 4/12/06

Boys - 111,741 265 \$422
Girls - 84,296 205 \$411
195,470

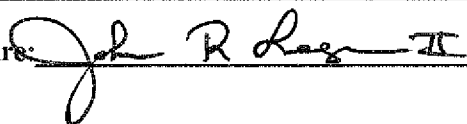
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2005-2006 KHSAA TITLE IX ATHLETICS AUDITKESAA
Form T41
Rev. 10/04**Checklist - Overall Interscholastic Athletics Program****DIRECTIONS:**

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			N/A
Tutoring			X
Housing and Dining Facilities and Services			X
Recruitment of Student Athletes			N/A

Principal's Signature: _____



Date: _____

4/12/06

SCHOOL NAME

2005-2006

TITLE IX

____ Paducah Tilghman High School

CORRECTIVE ACTION PLAN

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, 2006.

COLUMN 1	COLUMN 2	COLUMN 3
ITEM FOR CORRECTION/ IMPROVEMENT	SUGGESTED CHANGE/ ACTIVITIES	TIME TABLE FOR CORRECTIVE ACTION/ COMPLETION
Increasing numbers of girls participants	Encourage coaches of girls volleyball, basketball, swimming, and softball to increase numbers	Continuing
	Starting a Freshman Volleyball Program	Fall 06

Principal's Signature: John R. Laguerre II Date: 4/12/06



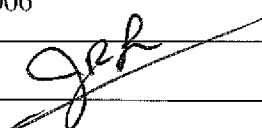
**2005-2006 INTERSCHOLASTIC
ATHLETICS SURVEY**
Summary of Student Responses

KHSAA
Form T63
Rev. 9/05

School Name: Paducah Tilghman High School

School Enrollment: 741 (SHOULD AGREE WITH FORM T-1)

Date: February 27, 2006

Completed By: John Leeper 

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 this Summary Form (T-63) and mail this Summary Form only to the KHSAA by April 15, 2006. 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.

592 Number of Surveys
534 Total Returned (*A minimum of 80% return is expected*)
9-11 Grades Surveyed (*Should be grades 9-11 and 8th grade if school has a feeder system*)

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

KHSAA Sanctioned Fall Sports (*List Total Number of Participation Responses*)

29 Cross Country (Girls)
15 Cross Country (Boys)
123 Football (Boys)
6 Golf (Girls)
18 Golf (Boys)
46 Soccer (Girls)
47 Soccer (Boys)
16 Volleyball (Girls)

Winter Sport *(List Total Number of Participation Responses)*

46	Basketball (Girls)
66	Basketball (Boys)
41	Indoor Track (Girls)
51	Indoor Track (Boys)
26	Swimming & Diving (Girls)
6	Swimming & Diving (Boys)
41	Wrestling (Boys)

Spring Sport *(List Total Number of Participation Responses)*

44	Baseball (Boys)
22	Fast Pitch Softball (Girls)
18	Slow Pitch Softball (Girls)
40	Tennis (Girls)
17	Tennis (Boys)
63	Track (Girls)
76	Track (Boys)

Non-KHSAA Sanctioned Sports *(From Student Survey T-61 Question 10)*

67	Archery
44	Field Hockey
95	Bowling
9	Boys' Gymnastics
66	Girls' Gymnastics
74	Ice Hockey
54	Boys' Lacrosse
38	Girls' Lacrosse
54	Rifle
18	Rodeo
36	Boys' Volleyball
28	Water Polo
54	Weightlifting

Number of Students who participate in Intramural Sports*(From Student Survey T-61 Question 5)*

<u>Sport</u>	<u>Number</u>
None	

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

<u>Sport</u>	<u>Number</u>
Lacrosse	18
Ice Hockey	17
Basketball	8
Boys' Volleyball	8
Rugby	8

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

<u>Sport</u>	<u>Number</u>
Basketball	36
Soccer	27
Football	18
Volleyball	10
Baseball	9
Dance	6

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

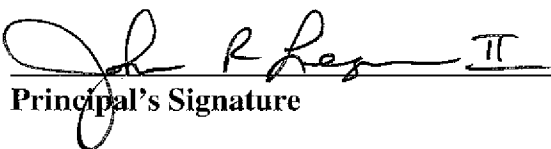
60	I prefer other activities such as band, chorus, etc.
64	I don't have time
16	The practice schedules and game times are inconvenient
12	The sport I like isn't offered
16	It's too expensive
8	I prefer to participate in club or intramural sports
51	Working
52	Other:

Student Suggestions to encourage participation

Publicize tryouts more during school and to the public.

Express how sports increase self-confidence and self-esteem.

Discuss how you meet new people and form new friendships


Principal's Signature4/12/06
Date