MEMORANDUM

To:

Superintendent, Principal, and Athletic Director

Highlands High School

From:

Brigid L. DeVries, Commissioner

Larry Boucher, Assistant Commissioner

Date:

May 7, 2007

Subject:

2006-2007 Title IX Annual Report Forms Submission

Enclosed please find a copy of Form T-65, the <u>2006-2007 KHSAA Title IX Annual Report Submission Status Report</u>. 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 2006-2007 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 2006-2007

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

FROM: Brigid L. DeVries, Commissioner

Larry Boucher, Assistant Commissioner

DATE: 5/4/2007

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School Highlands High School	Reviewed by Garv W. Lawson
I SCHOOL I FIGHTAIRES FIGH SCHOOL	Noviewed by Odly W. Edwadii

The following is a status report regarding the required 2006 - 2007 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2007. 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)	Х	T-35 (Budget Expenses)
X	T-1 (Summary Program Chart 1)	Х	T-36 (Budget Expenses)
X	T-2 (Summary Program Chart 2)	Х	T-41 (Checklist – Overall Interscholastic Program)
Х	T-3 (Summary Program Chart 3)	Х	T-60 (Corrective Action Plan)
Х	T-4 (Summary Program Chart 4)	Х	T-63 (Interscholastic Survey Results)

H.	Status	
A.	X	2006–2007 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: All calculations appear to be correct and report is in good order. According to calculations and responses submitted, the school is meeting the standard established in both Test #1 and Test #3 for provision of athletic opportunities. In the benefits area, per athlete spending is still not within acceptable parameters, but the school has shown through recent submittals to the KHSAA and its current Corrective Action Plan that it is working toward that goal.



2006-2007 KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION ANNUAL VERIFICATION OF TITLE IX PROCEDURES

KHSAA Form GE19 Rev. 10/06

(To be submitted by April 15, 2007 along with other required forms)

		HIGHLANDS	High School,			_, Kentucky
		Name of High School)		(City		
						true representation of the
facts surre	ounding comp	pliance with 20 U.S.C.	Sections 1681-1688,	t. Seq. (also kn	own as Title I	X)
T .16	<i>(</i> 1		3 */3	3 4 43		7 • . 7 .
						ned in the permanent
						, and to the best of my
		npleted the following				
		gender equity commit	tee at the high schoo	l. (list committe	e personnel a	and provide attachment if
ne Nam	ecessary)	Address	Phone		Title	
Nam		Address MONS 2400 MEMO			Title	TA GIF
		SCHLARMAN "	MAL FARKWAI OD			B COACH TEACHER
	JAIME RIC					B COACH TEACHER
	BRENDA S				GUIDANCE	
	SALLY W					/CHEER COACH
		D 25 N FT TH	OMAS AVE 859 781			
		NELL 58 MIAMI PA				
		minimum of three mee	tings during the 2006	-2007 school ye	ar on the follo	owing dates:
***************************************	/29/06					
11	/15/06					
1	/16/07					
Пх	Designated	the following person(s) as the Title IX coord	linator for the so	chool:	-
_		A of the or area.	040036		0.50 =01 -6	000 444
H-177	ale Mueller	Athletic Direct		orial Parkway		
Nam	e	Title		Address	Ph	none
		the following person(s	•			
	Byrd	Asst. Superinten			859-781-3333	
Nam	e	Title		Address	Ph	none
			to make periodic revi	ews of the boys	' and girls' at	hletics program reflected
in the	Corrective /					
			•			complete permanent file
		k records including cop	ies of the self-assessn	ent audit, all co	rrective action	n plans, and other related
mate	rials.					
5	B < 9	₹	4 10			
Duin	cipal's Signa	4	Date	20 0 7	**********	
r ripo	cipal's Signa	ture)	Date /	\rightarrow ().	Ω .	
ac	eryld	Kinson	Kairi	. ts. (11)	IXI L	,
Supe	rintendent S	Signature	School Board Cha	irpersons' Sign	nature	

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

CHUCK THOMPSON 68 CANNON RIDGE 859-441-1913 BOARD MEMBER NANCY HASSMAN 95 ORCHARD HILL 859-441-4441 PARENT SCOTT EATON NKU L B NUNN DRIVE – 859-572-5193 PARENT MICHAEL EATON - STUDENT – 572-5193 KELLI STUNTEBECK –STUDENT - 859-441-5761

OTHERS ATTENDING MEETING KEVIN NIEPORTE – SOFTBALL COACH LORI HOPKINS – BAND DIRECTOR

2006-2007 ACCOMMODATION OF INTERESTS AND ABILITIES SUMMARY PROGRAM CHART 1

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	399	49.9	265	47.2
Row 2	BOYS	401	50.1	297	52.8
Row 3	Totals	800	100%	562	100%

¥ .	
Ingtr	uctions:
ARESTE	MOTIO!

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

applicable:_____81____

- 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).
- 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%.
- 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 regular season competition, and cross out the names of those who were cut from the team or quit the team prior to the first regular season competitive event. Determine the total number of interscholastic athletics participants that are girls, (and place in Row 1, Column 3). In order to determine the total number of athletics participants, an individual should be counted each time he or she participates on a team. For example, if Jane Doe competes on the varsity volleyball team, the junior varsity volleyball team, the junior varsity basketball team, and the varsity softball team, she should be counted as four participants (do not include club or intramural sports participants, cheerleaders, dance teams, or pom sqads). 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 <u>not</u> 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: 2 2007

2006-2007 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 Since the beginning of the 2002-2003 School Year	Number of Participants Added Since the beginning of the 2002- 2003 School Year	Percent of Total Participation By Sex Added Since the beginning of the 2002-2003 School Year
GIRLS	Row 1	varsity:	9	133	0	0	
	Row 2	j.v.:	8	68	0	0	-
	Row 3	frosh:	4	64	1	20	
	Row 4	total:	21	265	1	20	<i>1</i> 5
BOYS	Row 5	varsity:	9	153	0 ;. ,	0	
	Row 6	j.v.:	8	55	0	0	and the second second
	Row 7	frosh:	4	89	1	21	
	Row 8	total:	21	297	1	21	7.1

- 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.
- 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. <u>CAUTION</u>: 25% is <u>not</u> a formal compliance standard.

Principal's Signature: Styl Suman Date: 4-12-2007

2006-2007 ACCOMMODATION OF INTERESTS AND ABILITIES SUMMARY PROGRAM CHART 3

Participation Opportunities Test Three

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

	GIRLS	BOYS
	(Yes / No)	(Yes / No)
1. 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
2. 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?	NO	NO
3. 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
4. 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
5. If you answered YES to question (1), (2), (3), or (4), 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?	NA	NA

Principal's Signature:	Tlens	Zmmon	_Date:	4-12.	-2-007
	()				

2006-2007 ACCOMODATION OF INTERESTS AND ABILITIES SUMMARY PROGRAM CHART 4

Levels of Competition Test One

		Column 1	Column 2	Column 3
	Team	Number of Teams	Number of	Percentage of
Girls	Levels	Currently Offered	Participants	Participants at Each Level
Row 1	varsity:	9	133	50.2
Row 2	j.v.:	8	68	24.6
Row 3	frosh:	4	64	24.2
Row 4	total:	10 mg/m	265	100% =
Boys		•		
Row 5	varsity:	9	153	51.5
Row 6	j.v.:	8	55	18.5
Row 7	frosh:	4	89	30.0
Row 8	total:	***	297	100% k

- 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: Slein Survou Date: 4-12-207

KHSAA Form T35 REV.10/06

ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 1

TO INCLUDE BOOSTER CLUB FUNDING

	equipment and supplies	ipment and supplies	travel	vel	awards	rds	coache (to suppler ext employr	coaches' salaries (to include supplemental and extended employment; dollar amount required)	facil improv	facilities improvements	publications (if sport-specific)	ations specific)
	Expend	Expenditures	Expenditures	litures	Expenditures	litures	Expe	Expenditures	Expen	Expenditures	Expenditures	litures
	School	Booster	School	Booster	School	Booster	School	# of Coaches	School	Booster	School	Booster
G basketball	3646		4194		400		17735	4				
B basketball	887		8635		517		17543	4				
G softball	792		1454		194		7848	r.	3719			
B baseball	5072		7583		331		7643	3	661			
G cross country	675		1832		269		4298	hoose				
B cross country	675		1832		22.1		4298	possed				**************************************
G golf	1900		0		110		2034	*******				
B golf	6111		72		141		2074					
G soccer	5218		2721		828		8562	3	1499			
B soccer	130		1650		432		8428	.3	1499			
G swimming	600		497		225		3362	2				
B swimming	384		387		225		3362	2				
						4				1		

^{1.} Total expenditures on T-35 and T-36 on the 2006-2007 year report due by April 15, 2007, should reflect the total monies spent (rounded off to nearest hundred) for the entire school year of 2005-2006 ending June 30, 2006.

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Date:

^{2.} Booster Club Funding/Contributions must be included in the above expenditures total. (Note: It is illegal for coaches to be paid by Booster Clubs Reference KHSAA Bylaw 27)

KHSAA Ferm T36 REV.10/06.

ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2 TO INCLUDE BOOSTER CLUB FUNDING 2006-2007

	equipm	equipment and supplies	travel	vel	awards	sp.	coaches' (to in suppleme exter employme amount 1	coaches' salaries (to include supplemental and extended employment; dollar amount required)	facil	facilities improvements	publications (if sport-specific)	ations specific)
	Expen	Expenditures	Expenditures	litures	Expenditures	litures	Expen	Expenditures	Ехреп	Expenditures	Expenditures	litures
	School	Booster	School	Booster	School	Booster	School	# of Coaches	Poods	Booster	School	Booster
G track	5820		3979		181		7199	3				
B track	2306		3954		444		7377	£.				
G tennis	304		789		144		2158					
B tennis	296		1048		120		2158	paret.				
G volleyball	963		1975		343		6625	5				
B wrestling	na		na		na							
G (list sport)												
B football	33,554		10,520		1346		42774	∞	2275			
G (list sport)						·						
B (list sport)												
		, ,										

1. Total expenditures on T-35 and T-36 on the 2006-2007 year report due by April 15, 2007, should reflect the total monies spent (rounded off to nearest hundred) for the entire school year of 2005-2006 ending June 30, 2006.

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

Indicate percentage of total expenditures for each gender: (If disparities are obvious, list on your Corrective Action Plan (T-60) what action you will take to correct the problem).

Gender	Expenditures	Percentage
Boys	\$168320	8.09
Girls	\$108327	39.2
Total:	Total: \$276647	%001

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Date:

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2006-2007 KHSAA TITLE IX ATHLETICS AUDIT

KHSAA Form T41 Rev. 10/06

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.

	ADVANTAGE TO:			
Areas of Compliance:	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM	
OPPORTUNITIES		AND CONTRACTOR OF STREET		
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			X	
and Competitive Facilities 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: Slaw Survov Date: 4-12-2007

KHSAA Porm T60 Rey,10/06

2006-2007

SCHOOL NAME

HIGHLANDS

CORRECTIVE ACTION PL

DIRECTIONS

- 1. For Column 1, indicate the intended area (Opportunities or Benefits) 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. ત્યં
 - You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April 15, 2007.

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	/}						
CODUMNS	TIME TABLE FOR CORRECTIVE ACTION/ COMPLETION	COMPLETED SPRING OF 2007 AND TO CONTINUE					
COLUMN 2	SUGGESTED CHANGE/ ACTIVITIES	SPEND MORE MONEY ON FEMALE ATHLETES SUCH AS IMPROVEMENTS TO THE SOFTBALL EQUIPMENT, NEW POLE VAULT PIT, AND GOLF	VIDEO EQUIPMENT				
COLUMNI	ITEM FOR CORRECTION/ IMPROVEMENT	INCREASE AND MAINTAIN PERCENTAGE OF TOTAL EXPENDITURES FOR FEMALES					

Principal's Signature:

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2006-2007 INTERSCHOLASTIC ATHLETICS SURVEY

Summary of Student Responses

School Name	HIGHLANDS HIGH SCHOOL
Denoor a varie	Enrollment
	(9-12 Grade): 800 (SHOULD AGREE WITH FORM T-1, COLUMN 1, ROW 3)
	Number of 9-11 Grade Students Surveyed: 613
	Number of 8 th Grade Students Surveyed: 183
Date:	4/9/07
Date:	DALE MUELLER
Completed By	
Instructions:	: narize the Student Athletics Interest Surveys Form T-61 by listing the total number
	ponses on the line next to each sport.
	r the Other Category please provide a listing of the sports as well as the number of
studei	nts who are interested in participating.
	e sign and date this Summary Form (T-63) and mail this <u>Summary Form only</u> to the
	AA by April 15, 2007. Do not mail the student surveys (Form T-61). However, these should be maintained in your files in the event they are requested subsequently.
FOIII	s should be maintained in your mes in the event they are requested subsequentry.
796 Num	ber of Surveys
	Returned (A minimum of 80% return is expected)
8-9-	and the second s
<u>10-11</u> Grad	les Surveyed (Should be grades 9-11 and 8^{th} grade if school has a feeder system)
How Was Th	e Survey Administered? HOME ROOMS
	en in all English classes, or all home rooms, or advisee/advisor?)
KHSAA Sand	ctioned Fall Sports (List Total Number of Participation Responses)
	Country (Girls)
	Country (Boys)
	all (Boys)
28 Golf (·
_37 Golf (• •
	r (Girls)
	r (Boys)
51 Volley	/ball (Girls)

- 61 Basketball (Girls)
- 59 Basketball (Boys)
- 56 Indoor Track (Girls)
- 71 Indoor Track (Boys)
- 42 Swimming & Diving (Girls)
- 39 Swimming & Diving (Boys)
- 65 Wrestling (Boys)

Spring Sport (List Total Number of Participation Responses)

- 61 Baseball (Boys)
- 47 Fast Pitch Softball (Girls)
- 32 Slow Pitch Softball (Girls)
- 61 Tennis (Girls)
- 43 Tennis (Boys)
- 92 Track (Girls)
- 84 Track (Boys)

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

- 96 Archery
- 82 Field Hockey
- 81 Bowling
- 26 Gymnastics (Boys)
- 103 Gymnastics (Girls)
- 141 Ice Hockey
- 94 Lacrosse (Boys)
- 81 Lacrosse (Girls)
- 64 Rifle
- 138 Rodeo
- 42 Volleyball (Boys)
- 143 Water Polo
- 123 Weightlifting

Number of Students who participate in Intramural Sports

(From Student Survey T-61 Question 5)

Sport	<u>Number</u>	
Bowling	34	
Basketball	41	
Soccer	43	
Track	21	
Swimming	28	
Tennis	4	2000

List Intramural Sports students are interested in adding:

(From Student Survey T-61 Question 6)

Form T-63 Rev. 10/06

<u>Sport</u>	Number	
Gymnastics	56	
Dance	49	
Ice hockey	41	
Bowling	36	
Weight lifting	49	
Water polo	52	

Participation in Non-School Sports Activities

(From Student Survey T-61 Question 7)

<u>Sport</u>	<u>Number</u>
Sport Dance	51
Baseball	24
Corn Hole	22
Soccer	48
Softball	17
Gymastics	28

Reasons for not participating in interscholastic athletics

(From Survey Question 8)

157	I prefer other activities such as band, chorus, etc.
94	I don't have time
61 -	The practice schedules and game times are inconvenient
82	The sport I like isn't offered
28	It's too expensive
64	I prefer to participate in club or intramural sports
59	Working
68	Other: Too political/ coaches expect too much time

Student Suggestions to encourage participation Less favoritism shown to some of athletes

Less time in practice/ more playing time for every athlete

Students should earn credits or get paid to participate

Practice times should not be after school - evenings

Coaches should not be as demanding/

Man Znow

Principa**l**'s Signature

4-12-2007

Date