



**KHSAA TITLE IX  
ANNUAL REPORT SUBMISSION  
STATUS REPORT  
2007-2008**

KHSAA  
Form T65  
Revised 3/08

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

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

DATE: April 21, 2008

School	Red Bird Mission Bird	Reviewed by	Martha Mullins
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The following is a status report regarding the required 2007 - 2008 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2008. 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:

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

II. Status

A.		2007 – 2008 Forms are satisfactory and no further information or action is necessary at this time.
B.	<b>X</b>	Errors have been noted with respect to the following forms: Form T-2. Place the enclosed corrected form in the school's permanent Title IX file.
C.	<b>X</b>	The following forms were omitted and must be submitted by school representatives: Form T-63
D.	<b>X</b>	According to the 2007-2008 data, the school appears to be meeting the standards established in: <input checked="" type="checkbox"/> Test 1 (Athletic participation is proportionate to enrollment) <input checked="" type="checkbox"/> Test 2 (History and continuing practice of program expansion) <input type="checkbox"/> Test 3 (Full and effective accommodation of interests and abilities)
E.	<b>X</b>	Other Recommendation and Comment The KHSAA requires that schools survey student athletic interests (Form T-61) every two years. The 2007-2008 school year is the year the survey is to be given. <b>Submit results on Form T-63 by June 1, 2008. Re-submit Form T-3 based on the results of the survey.</b>

**2007-2008  
ACCOMMODATION OF INTERESTS AND ABILITIES  
SUMMARY PROGRAM CHART 2**

KHSAA  
Form T2  
Rev. 12/07

**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 2003-2004 School Year	Current Number of Participants for each team added Since the beginning of the 2003-2004 School Year	Percent of Total Participation By Sex Added Since the beginning of the 2003-2004 School Year	
GIRLS	Row 1	varsity:	5	63	1	16	<del>100%</del>
	Row 2	j.v.:	2	23	1	15	<del>100%</del>
	Row 3	frosh:	0	0	0	0	0
	Row 4	total:	7	86	2	33	<del>100%</del> 38%
BOYS	Row 5	varsity:	4	47	0	0	0
	Row 6	j.v.:	2	25	0	0	0
	Row 7	frosh:	0	0	0	0	0
	Row 8	total:	6	72	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: *Robert V. Simpson* Date: 4-11-2008



2007-2008 INTERSCHOLASTIC  
ATHLETICS SURVEY  
Summary of Student Responses

KHSAA  
Form T-63  
Rev. 12/07

School Name: Red Bird Mission School  
 Enrollment  
 (9-12 Grade): 79 (SHOULD AGREE WITH FORM T-1, COLUMN 1, ROW 3)  
 Number of 9-11 Grade Students Surveyed: 58  
 Number of 8<sup>th</sup> Grade Students Surveyed: 18  
 Date: March 13, 2008  
 Completed By: Marcus Collett

**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, 2008. 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.

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

How Was The Survey Administered? HOME ROOMS  
 (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*)

- 6 Cross Country (Girls)
- 13 Cross Country (Boys)
- 32 Football (Boys)
- 9 Golf (Girls)
- 5 Golf (Boys)
- 17 Soccer (Girls)
- 15 Soccer (Boys)
- 24 Volleyball (Girls)

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

Form T-63  
Rev. 12/07

- 17 Basketball (Girls)
- 25 Basketball (Boys)
- 8 Indoor Track (Girls)
- 8 Indoor Track (Boys)
- 19 Swimming & Diving (Girls)
- 14 Swimming & Diving (Boys)
- 14 Wrestling (Boys)

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

- 22 Baseball (Boys)
- 14 Fast Pitch Softball (Girls)
- 25 Tennis (Girls)
- 13 Tennis (Boys)
- 10 Track (Girls)
- 14 Track (Boys)

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

- 30 Archery
- 9 Field Hockey
- 22 Bowling
- 8 Gymnastics (Boys)
- 15 Gymnastics (Girls)
- 15 Ice Hockey
- 15 Lacrosse (Boys)
- 11 Lacrosse (Girls)
- 28 Rifle
- 20 Rodeo
- 6 Slow Pitch Softball
- 11 Volleyball (Boys)
- Water Polo
- 30 Weightlifting

**Number of Students who participate in Intramural Sports**

(From Student Survey T-61 Question 5)

Sport	Number
Basketball	11
Softball	2
Volleyball	1
Track	1
Baseball	1
Tennis	1
Football	1
Cheerleading	1

**List Intramural Sports students are interested in adding:**

(From Student Survey T-61 Question 6)

Form T-63

Rev. 12/97

Sport	Number
TENNIS, Lacross	3, 1
SWIMMING & DIVING, Indoor track	5, 1
GymNastics, Volleyball	1, 1
Basketball, Archery	6, 1
Football, Soccer	5, 6
Baseball, GOLF	3, 1

**Participation in Non-School Sports Activities**

(From Student Survey T-61 Question 7)

Sport	Number
SOFTball, Football	3, 1
GOLF, Paintball	1, 3
TENNIS	2
Rollerblading	1
ATV Riding	1
Basketball	2
Soccer	1

**Reasons for not participating in interscholastic athletics**

(From Survey Question 8)

- 3 I prefer other activities such as band, chorus, etc.
- 9 I don't have time
- 4 The practice schedules and game times are inconvenient
- 3 The sport I like isn't offered
- 1 It's too expensive
- I prefer to participate in club or intramural sports
- 1 Working
- 9 Other:  
NO Insurance, Don't care, I Don't like SPORTS, Can NOT Keep UP With Practice

**Student Suggestions to encourage participation**

- Make it More FUN TO Play
- Offer More OPTIONS
- Make Sure There is NO Teasing
- OFFER SPORTS THAT can be Played Without a ball.

Ruby V. Ferguson  
Principal's Signature

April 14, 2008  
Date



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION  
2007-2008 ANNUAL VERIFICATION OF TITLE IX PROCEDURES**

*KHSAA Form GE19  
Rev. 12/07*

(To be submitted by April 15, 2008 along with other required forms)

The Red Bird Mission High School, Beverly, 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, at least one copy of which must be maintained in the Principal's office, and to the best of my knowledge have completed the following tasks.**

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

Name	Address	Phone	Title
(Supt., Principal, Student, Parent, Coach, Etc.)			
Chris Klimecko	70 Queendale Ctr, Beverly, KY 40913	606-598-3155	Director of Human Resources & Info Systems
Robert Ferguson	70 Queendale Ctr, Beverly, KY 40913	606-598-2416	Principal
Marcus Collett	70 Queendale Ctr, Beverly, KY 40913	606-598-2416	Guidance Counselor
Tonya Asher	70 Queendale Ctr, Beverly, KY 40913	606-598-2416	Secretary
Angela Schonauer	70 Queendale Ctr, Beverly, KY 40913	606-598-2416	
Gail Nantz	70 Queendale Ctr, Beverly, KY 40913	606-598-2416	Dorm Parent/Aide
John Wilson	70 Queendale Ctr, Beverly, KY 40913	606-598-2416	Coach

Scheduled a minimum of three meetings during the 2007-2008 school year on the following dates:

8/27/2007, 1/22/2008, 4/11/2008

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

Name	Title	Address	Phone
Chris Klimecko	Director of HR & IS	70 Queendale, Beverly, KY	606-598-3155

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

Name	Title	Address	Phone
Chris Klimecko	Director of HR & IS	70 Queendale, Beverly, KY	606-598-3155

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.

Robert V. Ferguson  
Principal's Signature

4/14/2008  
Date

[Signature]  
Superintendent Signature

\_\_\_\_\_  
School Board Chairpersons' Signature

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

**2007-2008 Gender Equity Committee members continued:**

Sandy Bishop, 133 Woodland Trail, Pineville, KY 40977, 606-337-5718, Board Member

Kelsey Dickerson 70 Queendale Center, Beverly, KY 40913, 606-598-2416, Girls' Student Representative

Mark Fogleman, 70 Queendale Center, Beverly, KY 40913, 606-598-2416, Boys' Student Representative

**2007-2008**  
**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART 1**

KHSAA  
 Form T1  
 Rev.12/07

**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	43	55%	86	54
Row 2	BOYS	35	15%	72	46
Row 3	Totals	78	100%	158	100%

Instructions:

\*Number of 8<sup>th</sup> grade students & below used in Column 3 and Column 4 calculations if applicable: 8 Girls, 10 Boys

- 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).
- 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 squads**). Calculate the same way for boys and girls. \* In addition, should 8<sup>th</sup> 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 8<sup>th</sup> 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.
- 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: Randy Dugan Date: 4-11-2008



**2007-2008**  
**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART 2**

KHSAA  
 Form T2  
 Rev. 12/07

**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 2003-2004 School Year	Current Number of Participants for each team added Since the beginning of the 2003-2004 School Year	Percent of Total Participation By Sex Added Since the beginning of the 2003-2004 School Year
<b>GIRLS</b>	Row 1	varsity: 5	63	1	18	<del>100%</del>
	Row 2	j.v.: 2	23	1	15	<del>100%</del>
	Row 3	frosh: 0	0	0	0	0
	Row 4	total: 7	86	2	33	<del>100%</del> 38%
<b>BOYS</b>	Row 5	varsity: 4	47	0	0	0
	Row 6	j.v.: 2	25	0	0	0
	Row 7	frosh: 0	0	0	0	0
	Row 8	total: 6	72	0	0	0

- 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.
- 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.
- 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.
- 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: *Robert V. Simpson* Date: 4-11-2008

**2007-2008**  
**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART 3**

KHSAA  
 Form T3  
 Rev. 12/07

**Participation Opportunities Test Three**

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

	GIRLS (Yes / No)		BOYS (Yes / No)
1. 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.	No		No
2 For a sport <u>not</u> currently offered, is there sufficient interest, based on the responses to your most recent Student Interest Survey, to form a viable interscholastic team for a sport not currently offered. If yes, what sport?	No		No
3. 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
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?	No		No
5. If you answered YES to question (1), (2), (3), or (4), are there enough high schools in the geographic area offering the sport (at the appropriate level) to allow for the development of a reasonable schedule of competition?			

**Plans to Address Interest:** We are currently offering five sports for girls and 4 sports for boys. We have an enrollment of 78 high school students. We could not have teams now unless we used 7th and 8th graders. We really can't add any more teams. We may have to drop out of the KHSAA if we become unable to field teams.

Principal's Signature :

*Randy Jensen*

Date:

4-11-2008

**2007-2008  
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:	5	63	73%
Row 2	j.v.:	2	23	27%
Row 3	frosh:	0	0	0
Row 4	total:	7	86	100%
<b>Boys</b>				
Row 5	varsity:	4	47	65%
Row 6	j.v.:	2	25	35%
Row 7	frosh:	0	0	0
Row 8	total:	6	72	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: 11-11-2008

**2007-2008  
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 1  
TO INCLUDE BOOSTER CLUB FUNDING**

	equipment and supplies		travel		awards		coaches' salaries (to include supplemental and extended employment; dollar amount required)			facilities improvements		publications (if sport-specific)	
	Expenditures		Expenditures		Expenditures		Expenditures			Expenditures		Expenditures	
	School	Booster	School	Booster	School	Booster	School	Booster	# Coaches for all levels / # Teams for all levels	School	Booster	School	Booster
G basketball	12575	0	1350	0	1250	0	1400	0	2	0	0	0	0
B basketball	1305	0	1350	0	250	0	1400	0	2	0	0	0	0
G softball	2897	0	675	0	250	0	1050	0	2	0	0	0	0
B baseball	1926	0	675	0	250	0	1050	0	2	0	0	0	0
G cross country	368	0	338	0	335	0	450	0	2	0	0	0	0
B cross country	367	0	338	0	335	0	450	0	2	0	0	0	0
G golf													
B golf													
G soccer													
B soccer													
G swimming													
B swimming													

1. Total expenditures on T-35 and T-36 on the 2007-2008 year report due by April 15, 2008, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2006-2007 ending June 30, 2007.

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)

Principal's Signature: *Kathleen Ferguson* Date: 4-11-2008

2007-2008  
**ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2**  
**TO INCLUDE BOOSTER CLUB FUNDING**

	equipment and supplies		travel		awards		coaches' salaries (to include supplemental and extended employment; dollar amount required)		facilities improvements		publications (if sport-specific)	
	Expenditures		Expenditures		Expenditures		Expenditures		Expenditures		Expenditures	
	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster
G track	\$149	\$608	\$250		\$450							
B track	150	608	250		450							
G tennis												
B tennis												
G volleyball	1969	1080	250		900							
B wrestling												
G (list sport)												
B football												
G (list sport)												
B (list sport)												

1. Total expenditures on T-35 and T-36 on the 2007-2008 year report due by April 15, 2008, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2006-2007 ending June 30, 2007.

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	\$ 11154	39%
Girls	\$ 174544	61%
<b>Total:</b>	<b>\$ 286098</b>	<b>100%</b>

Principal's Signature: *Roy V. Jurgens* Date: 4-11-2008

## 2007-2008 KHSAA TITLE IX ATHLETICS AUDIT

KHSAA  
Form T41  
Rev. 12/07

### 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. A review of T-35 and T-36 spending patterns might be helpful in completing this form.

Areas of Compliance:	ADVANTAGE TO:		
	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM
<b>OPPORTUNITIES</b>			✓
Accommodation of Interest and Abilities			✓
<b>BENEFITS</b>			
Equipment and Supplies	✓		
Scheduling of Games and Practice Time			✓
Travel and Per Diem Allowances			✓
Coaching			✓
Locker Rooms, Practice and Competitive Facilities			✓
Medical and Training Facilities and Services			✓
Publicity			✓
Support Services			✓
Athletic Scholarships			✓
Tutoring			✓
Housing and Dining Facilities and Services			✓
Recruitment of Student Athletes			✓

If an advantage is shown, corrective action should be shown on T-60 (Corrective Action Plan).

Principal's Signature: *Robert V. August* Date: 4-11-2008

SCHOOL NAME

2007-2008  
TITLE IX

Red Bird Mission

CORRECTIVE ACTION PLAN

**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.
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, 2008.

COLUMN 1 ITEM FOR CORRECTION/ IMPROVEMENT	COLUMN 2 SUGGESTED CHANGE/ ACTIVITIES	COLUMN 3 TIME TABLE FOR CORRECTIVE ACTION/ AND OR COMPLETION DATE
Girls' Cross-Country Team	Reestablish our girls' cross country team. Offered last year but had 0 participants. Offered for several years, but haven't had participation. Will promote heavily.	End of 2007-2008 school year as well as first quarter of school year 2008-2009.
Currently no weight room or major exercise/weight equipment	Solicit funding and research possible grants for weight training/exercise equipment.	August of 2008-2009 school year.

Principal's Signature: Robert V. Aug 14 2008

Date: April 14 2008

**Red Bird Mission School**  
**Title IX Plan for Gender Equity in Sports**  
**August 27, 2007**

1. Committee Structure: The Gender Equity Committee was established by the Red Bird Mission School Superintendent in April 1999 to oversee the implementation of the KHSAA directed oversight of Title IX Compliance actions for high schools in Kentucky that are members of KHSAA. Membership of the committee consists of the following individuals:

Chris Klimecko	Title IX Resource Person from the District
Bob Ferguson	School Principal
Marcus Collett	School Counselor
Tonya Asher	School Secretary/Bookkeeper
John Wilson	Athletic Director and Boys Coach Representative
Angela Schonauer	Girls Coach Representative
Sandy Bishop	Board of Directors Education Committee Representative
Gail Nantz	Parent Representative
Kelsey Dickerson	Girls Student Representative
Mark Fogleman	Boys Student Representative

2. Meeting Schedule: There will be three meetings annually tentatively scheduled for August, November, and February of each year. A quorum consisting of membership greater than 50% of the total committee membership should be present to conduct business at the meeting. Specific meeting dates will be set by the Title IX resource person.
3. Plan Administration: The Title IX resource person will establish a permanent Title IX records file at the school for completed self audit assessment forms, minutes of the Gender Equity Committee meetings and other program related material. The file shall be subject to the Kentucky Open Records Act and available upon request
4. Annual Self-Audits: Self-audits will be conducted annually by members of the Gender Equity Committee with supplemental information provided by school athletic staff and administration. Results of the self-audit will be summarized and incorporated into this plan during annual updates. Copies of the audit will be filed in the school's permanent Title IX files.
5. Committee Responsibilities: The committee shall develop this plan and a timetable for implementation of any changes required to bring the school into total compliance with Title IX. The plan will include the following as attachments:
  - A. A review of the current status of sports offerings for boys and girls and compare such things as:
    - 1) Locker Rooms, Practice and Competition facilities,
    - 2) Coaching Stipends



- 3) Sports Budgets including a breakout of the following areas
  - a) Equipment, supplies
  - b) Travel allowances
  - c) Medical and Training facilities
- 4). Scheduling of games and practice times
- 5). Other support services such as booster organizations

(Note - sample forms provided by the KHSAA in the Title IX Guidelines for Compliance manual will be used when applicable to document each of the above areas of interest)

B. Identify specific areas for improvement in the boys and girls athletic programs.

C. Establish a timetable for improving current girls and boys athletics programs where needed and include following:

- 1) A comparison of sports offerings for males and females
- 2) Facility improvement development necessitated by the self-assessment
- 3) Equalization of recognition programs
- 4) Revisions in coaching staff identified by the self assessment

D. Monitor the execution of this plan and carry out an annual review.

- 1) Evaluate on an annual basis the progress made in implementing the recommended changes and timetable in this plan.
- 2) Continually evaluate the school's Title IX plan as it relates to boys and girls athletic programs making revisions to the plan and its timetable as necessary.

6. School Principal responsibilities: The Principal shall submit required compliance documentation (GE16) by April 15 of each year.

Revised and approved by the Gender Equity Committee August 27, 2007.

Attachments:

1. Current Status of Sports Offerings
2. Improvement Plan

## **Attachment 1. Current Status of Sports Offerings**

### **a. Locker Rooms, Practice and Competition Facilities**

The School is equipped with one gymnasium, which is used for physical education instruction as well as basketball practice and competition. Both boys and girls have access and use of the gym. The gym is equipped with two dressing areas of approximately equal size, one for girls and one for boys. There are two offices adjacent to the boys dressing area with one used by the athletic director/high school physical education instructor and the other the elementary/ middle school physical education instructor. A water fountain is installed in both locker rooms.

There are no specific facilities designated for use by track and cross-country teams. Practices utilize the grounds of the school and a trail between the school and the Queendale Center of Red Bird Mission. Track meets are not conducted at Red Bird Mission School due to lack of facilities. The cross-country hosts competitive events at home utilizing the running trail located between the school and the Queendale campus. Both girls and boys compete during each event on the same trail. The locker rooms in the gym are utilized for both boys and girls on these teams.

The baseball field is located on the school grounds. It's a fenced area equipped with movable bleachers and a building designed to support the sale of snacks, provide limited storage and house bathrooms. The softball field is located on the Queendale campus of Red Bird Mission. It's a fenced area equipped with movable bleachers and a building providing a snack sales area, limited storage and bathrooms. These fields are of comparable size and quality with essentially identical capabilities and equipment.

### **b. Coaching Stipends**

<b><u>Position</u></b>	<b><u>Pay</u></b>
Athletic Director	\$1500.00
Head Boys Basketball Coach	\$800.00
Assistant Boys Basketball Coach	\$600.00
Head Girls Basketball Coach	\$800.00
Assistant Girls Basketball Coach	\$600.00
Head MS Boys Basketball Coach	\$400.00
Assistant MS Boys Basketball Coach	\$275.00
Head MS Girls Basketball Coach	\$400.00
Assistant MS Girls Basketball Coach	\$275.00
Head Baseball Coach	\$700.00
Assistant Baseball Coach	\$350.00
Head Softball Coach	\$700.00
Assistant Softball Coach	\$350.00
Head Cross Country Coach	\$600.00
Assistant Cross Country Coach	\$300.00
Head Track Coach	\$600.00
Assistant Track Coach	\$300.00

**c. Sports Budgets**

The expenditures for 2007-2008 totaled \$29,797.15. The breakout follows:

Cross Country: \$3066.10

Volleyball: \$2446.25

Boys Basketball: \$2866.79

Girls Basketball: \$3228.37

Softball: \$2708.45

Baseball: \$4106.95

Track: \$1754.28

Awards: \$2020.00

Coach Salaries: \$7600.00

Misc: \$8.96

The expenditures for transportation are not included. All teams have access to buses or vans for each competitive event located away from the school. All athletes have transportation provided for each event away from the home school.

**d. Scheduling of Games and Practice Times**

Games and practices are scheduled by the Athletic Director by consultation with the coach of each sport. Track, cross country, baseball, and softball either have specific facilities or only have to share the dressing rooms for practice or games. Direct conflict in the use of facilities occurs between the boys and girls basketball teams. Their seasons happen at the same time and there is daily need for the gym facility. On days in which the boys or girls have a competitive event away, the other team has the gym automatically for after school practice on that day. For home games, boys and girls alternate playing first and last.

**e. Other Support Services**

Currently there are no active booster organizations in this school. The athletic fund receives income from the sale of snacks in the school and at athletic events, ticket sales, and through donations from individuals.

## **Attachment 2. Improvement Plan**

1. Increase recruiting efforts. Increase advertising as part of this initiative.
2. Increase spending when possible.
3. Attend the 8/30/2007 Student Leadership Sportsman Conference in Lexington. Tanya Asher, along with two high school female and two high school male students will attend.