



**KHSAA TITLE IX
ANNUAL REPORT SUBMISSION
STATUS REPORT
2008-2009**

KHSAA
Form T65
Revised 4/09

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

FROM: Brigid L. DeVries, Commissioner
Darren Bilberry, Assistant Commissioner

DATE: April 21, 2009

School	Estill County	Reviewed by	Gary W. Lawson
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The following is a status report regarding the required 2008 - 2009 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2009. 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)	NA	T-63 (Interscholastic Survey Results)

II. Status

A.	X	2008 – 2009 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	<p>According to the 2008-2009 data, the school appears to be meeting the standards established in:</p> <p><input type="checkbox"/> Test 1 (Athletic participation is proportionate to enrollment)</p> <p><input type="checkbox"/> Test 2 (History and continuing practice of program expansion)</p> <p><input checked="" type="checkbox"/> Test 3 (Full and effective accommodation of interests and abilities)</p>
E.	X	<p>Other Recommendation and Comments: All calculations appear to be correct and the report is in good order. According to information submitted, including the school's explanation regarding the indicated interest in girls swimming, the school is currently meeting the standard established in Test 3 for provision of athletic opportunities. On the benefits side, total athletic spending seems to currently be barely within acceptable parameters. The Corrective Action Plan indicates that school officials are continuing to monitor this area. School officials are reminded that KHSAA requests that each school's Gender Equity Review Committee have student representatives.</p>



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
2008-2009 ANNUAL VERIFICATION OF TITLE IX PROCEDURES**

KHSAA Form GE19
F:Forms/GE19
Rev. 12/08

(To be submitted by April 15, 2009 along with other required forms)

APR 15 2009

The Estill County High School, Irvine, 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.)			
Arthur D. Ballard	High School	606 723 3537	Assistant Principal/Athletic Director
Randall Christopher	Central Office	606 723 2181	Assistant Superintendent
Blain Click	High School	606 723 3537	Principal
Danny Wood	High School	606 723 3537	Baseball Coach
Mark McKinley	High School	606 723 3537	Girls Basketball/Volleyball
Shirley Beard	High School	606 723 3537	Softball Coach

Scheduled a minimum of three meetings during the 2008-2009 school year on the following dates:

July 29, 2008
October 21, 2008
March 17, 2009

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

Name	Title	Address	Phone
Arthur D. Ballard	Assistant Principal/AD	Irvine, KY	606 723 3537

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

Name	Title	Address	Phone
Randall Christopher	Asst. Superintendent	Irvine, KY	606 723 2181

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.

Arthur D. Ballard
Principal's Signature

April 14 2009
Date

Bud Hendry
Superintendent Signature

Veron Pruitt
School Board Chairpersons' Signature

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



2008-2009
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART T-1

KHSAA
 Form T1
 F:Forms/T1
 Rev. 10/06

Participation Opportunities Test One

		(Column 1)	(Column 2)	(Column 3)	(Column 4)
	Program	Enrollment	Percentage of Total Enrollment	Number of Interscholastic Participants (double and triple count)	Percentage of Total Participation
Row 1	GIRLS	357	49.8%	143	44.4%
Row 2	BOYS	360	50.2%	179	55.6%
Row 3	Totals	717	100%	322	100%

Instructions:

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

- 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 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 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 in 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.
- 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: Anthony D. Ballard Date: April 14, 2009

2008-2009
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART T-2

KHSAA
Form T2
Rev. 12/08

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 2004-2005 School Year	Number of participants for the 2008-09 school year who are playing on teams added since the 2004-05 school year	Percent of Total Participation By Sex Added Since the beginning of the 2004-2005 School Year
GIRLS	Row 1	varsity:	7	97	1	19
	Row 2	j.v.:	4	39		
	Row 3	frosh:	2	7	1	0
	Row 4	total:	13	143	2	19
BOYS	Row 5	varsity:	7	120	1	20
	Row 6	j.v.:	4	50		
	Row 7	frosh:	2	9		
	Row 8	total:	13	179	1	20

- 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: Arthur D. Ballard Date: April 14, 2009

2008-2009
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART T-3

KHSAA
 Form T3
 Rev. 12/08

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 <u>intramural team</u> .	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 <u>interscholastic team</u> 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 <u>varsity team</u> 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 <u>junior varsity or freshman team</u> 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:

Our most recent Student Interest Survey (2008) indicated a significant number of students who were interested in swimming and diving, but we do not believe there would be enough interest given the circumstances participants would have to face. There are no swimming pools, public or private within a twenty mile radius that would or could serve a team for Estill County High School. Travel, time restraints, and the student unawareness of the training time for a swim team make this unrealistic.

Principal's Signature :  Date: April 14, 2009



**2008-2009
ACCOMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART T-4**

KHSAA
Form T4
F:Forms/T4
Rev. 12/08

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:	7	97	67.8%
Row 2	j.v.:	4	39	27.3%
Row 3	frosh:	2	7	4.9%
Row 4	total:		143	100%
Boys				
Row 5	varsity:	7	120	67.0%
Row 6	j.v.:	4	50	28.0%
Row 7	frosh:	2	9	5.0%
Row 8	total:		179	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: Arthur D. Belland Date: April 14, 2009

2008-2009 KHSAA TITLE IX ATHLETICS AUDIT
Checklist - Overall Interscholastic Athletics Program

KHSAA
Form T41
Rev. 12/08

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
OPPORTUNITIES			
Accommodation of Interest and Abilities			X
BENEFITS			
Equipment and Supplies			X
Scheduling of Games and Practice Time			X
Travel and Per Diem Allowances			X
Coaching			X
Locker Rooms, Practice and Competitive Facilities			X
Medical and Training Facilities and Services			X
Publicity			X
Support Services			X
Athletic Scholarships			X
Tutoring			X
Any meals provided for home			X

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

Principal's Signature: Arthur Bellard Date: April 14, 2009

**2008-2009
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	School	Booster	School	Booster
G basketball	3,526	2,700	302	2,100	400		11,016	2	3			
B basketball	5,079	7,970		948	460		12,934	3	3			
G softball	1,200	5,390	300	700	600		5,777	3	3	2,500	3,700	
B baseball	1,200	3,500	300	200	500		5,879	3	3		2,000	
G cross country								NA	NA			
B cross country								NA	NA			
G golf	1,820		431				800	1	1			
B golf	770	3,033	365	1,052	152		832	1	1			
G soccer	663	854			346		3,048	2	2			
B soccer	638	854			346		1,944	1	2			
G swimming								NA	NA			
B swimming								NA	NA			

Total expenditures on I-25 and I-26 on the 2008-2009 year report due by April 15, 2009, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2007-2008 ending June 30, 2008.

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)

Anthony D. Belland

Date: 4-14-09

Principal's Signature:

**2008-2009
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	800		100		100		1,040					
B track	800		100		100		1,040					
G tennis	900		100		100		896					
B tennis	900		100		100		896					
G volleyball	640	282	185	2,449	155	143	2,913					
B wrestling												
G (list sport)												
B football	6,468	4,523	64	1,347		525	17,544					
G (list sport)												
B (list sport)												

1. Total expenditures on T-35 and T-36 on the 2008-2009 year report due by April 15, 2009, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2007-2008 ending June 30, 2008.

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	\$ 85,463	60.5%
Girls	\$ 55,898	39.5%
Total:	\$ 141,358	100%

Principal's Signature: Catherine Bellard Date: 4-14-09

SCHOOL NAME
ESTILL COUNTY HIGH SCHOOL

2008-2009
TITLE IX

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, 2009.

COLUMN 1 ITEM FOR CORRECTION/ IMPROVEMENT	COLUMN 2 SUGGESTED CHANGE/ ACTIVITIES	COLUMN 3 SCHOOL YEAR, COMPLETION DATE OF CORRECTION FOR PROJECT
1) Continue to increase Prime-Time opportunities for the Girls Basketball Program	Continue to coordinate the Boys and Girls Basketball Schedules so that the Girls program is playing at least 40% of their home games on prime nights. We will continue to include the Girls program in our 82 Food Mart Classic, a one day event on the first Saturday in January.	Continuous implementation during the upcoming 2009-2010 season.
2) Continue to work to increase the number of female Participants in sports we currently offer. We did not have enough female participants to field a Freshman Volleyball team or JV Girls Soccer this year and were unable to revive the Cross Country program. Our school is currently offering the maximum number of programs we can handle.	We must continue to improve on the recruiting of female participants into the current offerings at both the middle and high school levels. We will continue to promote the opportunities we have more vigorously in our schools and community while working to find new ways of making those programs attractive to our female students.	Continuous implementation. Continue to work to revive the Cross Country Program, hopefully in the Fall of 2009.
3) Continue to improve the difference in spending in the Boys and Girls Programs, especially in the areas of Booster Club spending and overnight travel.	We must continue to encourage the Girls Programs to plan more over night trips, preferably at least one out of state trip. We must continue to work to increase the amount of Booster activities in both fundraising and spending in the Girls programs. Our school budgets are for the most part in line with the exception of Football. At the present time, overall spending would be almost equal if not for Football, but we also realize that Football is the major source of funding for most of our programs.	Continuous implementation.

Principal's Signature:



Date: 4-14-09

ESTIL COUNTY HIGH SCHOOL

TITLE IX

MEMBER SCHOOLS 2008-2009 ANNUAL REPORT

SUBMITTED TO KHSAA

April 14, 2009