



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

KHSAA  
Form T65  
Revised 4/09

OK

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

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

DATE: May 29, 2009

School	Russell High School	Martha Mullins	
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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:

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

II. Status

A.		2008 – 2009 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 <b>Please advise which participation numbers are correct on Forms T-2 and T-4 so the report can be finalized. Resubmit both forms, with signatures, by June 15, 2009.</b>
C.		The following forms were omitted and must be submitted by school representatives:
D.	<b>X</b>	According to the 2008-2009 data, the school appears to be meeting the standards established in: <input type="checkbox"/> Test 1 (Athletic participation is proportionate to enrollment) <input type="checkbox"/> Test 2 (History and continuing practice of program expansion) <input checked="" type="checkbox"/> Test 3 (Full and effective accommodation of interests and abilities)
E.	<b>X</b>	Other Recommendations and Comments: The KHSAA continues to recommend a meeting of the Gender Equity Review Committee be held in each sports season, i.e. Fall, Winter, and Spring. A meeting should be held in the Fall in the next academic year.

OK



# 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 10 2009

The Russell High School, Russell, 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.)			
(attachment provided)			

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

12-11-08
1-21-09
4-08-09

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

Name	Title	Address	Phone
Sam Sparks	Athletic Director	709 Red Devil Lane, Russell 41169	606-836-9658

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

Name	Title	Address	Phone
Mischa Dixon	Federal Programs Coor	409 Belfont St. Russell 41169	606-836-9679

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.

Lauren A. Thompson  
Principal's Signature

April 9, 2009  
Date

Dr. Susan Compton  
Superintendent Signature

[Signature]  
School Board Chairpersons' Signature

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

2008-09 Russell High School  
Gender Equity Committee

Mrs. Mischa Dixon

Russell Independent Schools  
Federal Programs Coordinator  
Special Education Director  
District Title IX Coordinator

Mr. Allan Thompson

Principal, Russell High School

Mr. Sam Sparks

Athletic Director, Russell High School

Merle Kidwell

Boys Basketball Coach/Teacher RHS

Mrs. Carol Stevens

Volunteer Softball Coach/Teacher RHS

Mr. Darrell Adkins

Volleyball Coach/Teacher RHS

Mrs Anna Chaffin

Counselor-RHS

Mrs. Cynthia Sparks

Assistant Coach/Teacher RHS

Mrs. Angie Fultz

Parent/Coach/ Teacher RHS

Molly Baldrige

Student-RHS



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

KHSAA  
 Form T1  
 F:Forms/T1  
 Rev. 10/08

**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	332	51%	211	41%
Row 2	BOYS	313	49%	301	59%
Row 3	Totals	645	100%	512	100%

Instructions:

\*Number of 8<sup>th</sup> grade students & below used in Column 3 and Column 4 calculations: 61

- 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 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 in 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: Lawrence A. Thompson Date: April 9, 2009  
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**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:	9	139	0	
	Row 2	j.v.:	4	72	0	
	Row 3	frosh:	0	0	0	
	Row 4	total:	13	211	0	0
BOYS	Row 5	varsity:	9	203	0	
	Row 6	j.v.:	4	75	0	
	Row 7	frosh:	2	23	0	
	Row 8	total:	15	301	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: *Larrence A. Thayer* Date: 6/2/09

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?	no		no

**Plans to Address Interest:**

Principal's Signature : Lawrence A. Thompson Date: April 9, 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:	9	139	66%
Row 2	j.v.:	4	72	34%
Row 3	frosh:	0	0	0
Row 4	total:		211	100%
<b>Boys</b>				
Row 5	varsity:	9	203	68%
Row 6	j.v.:	4	75	24%
Row 7	frosh:	2	23	8%
Row 8	total:		301	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: *Lawrence A. Thayer* Date: 6/3/09

**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	# Coaches for all levels / # Teams for all levels	School	Booster	School	Booster
G basketball	7057	1980	1075	500	500	400	16107	4	0	0	0	0
B basketball	3912	550	1325	500	600	500	16780	5	0	0	0	0
G softball	4322	2100	2200	1525	250	200	5180	3	0	750	0	0
B baseball	1925	1425	800	600	250	250	5326	5	0	0	0	0
G cross country	640	0	206	0	100	0	1728	1	200	0	0	0
B cross country	640	0	206	0	100	0	1728	1	200	0	0	0
G golf	600	300	2150	250	100	250	2671	1	0	0	0	0
B golf	600	300	850	200	100	250	2671	1	0	0	0	0
G soccer	472	800	1175	1600	440	200	2240	3	0	0	0	0
B soccer	1589	300	1050	300	350	200	1840	2	0	0	0	0
G swimming	388	0	725	200	75	0	1325	1	0	0	0	0
B swimming	388	0	725	200	75	0	1325	1	0	0	0	0
<b>Total expenditures on T-26 and T-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.</b>												

27,619  
24,167  
16,527  
10,576  
2,874  
2,874  
6,321  
4,971  
6,927  
5,629  
2,213  
2,713

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: *Farran A. Thomas* Date: *April 9, 2009*



**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	700	0	750	200	200	100	5524	100	0	0	0	0
B track	700	0	750	200	200	100	5374	100	0	0	0	0
G tennis	500	800	1200	150	100	100	3012	100	0	0	0	0
B tennis	600	1435	750	100	100	100	3012	100	0	0	0	0
G volleyball	1023	450	2475	800	300	300	2766	300	0	0	0	0
B wrestling	0	0	0	0	0	0	0	0	0	0	0	0
G (list sport)	0	0	0	0	0	0	0	0	0	0	0	0
B football	35168	1000	3200	1000	1040	3200	27300	3200	0	0	0	0
G (list sport)												
B (list sport)												

7,474  
7,474  
5,962  
6,107  
8,114  
71,908

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
301	Boys	\$ 136,259	62%
211	Girls	\$ 84,431	38%
	<b>Total:</b>	<b>\$ 220,690</b>	<b>100%</b>

Principal's Signature: *Lan... R. Thompson* Date: April 9, 2009

## 2008-2009 KHSAA TITLE IX ATHLETICS AUDIT

KHSAA  
Form T41  
Rev. 12/08

### 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			x
<b>BENEFITS</b>			
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: *Lauren A. Thompson* Date: *April 9, 2009*

**2008-2009**  
**TITLE IX**  
**CORRECTIVE ACTION PLAN**

SCHOOL NAME \_\_\_\_\_  
Russell\_High School\_\_\_\_\_

**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	COLUMN 2	COLUMN 3
ITEM FOR CORRECTION/ IMPROVEMENT	SUGGESTED CHANGE/ ACTIVITIES	SCHOOL YEAR, COMPLETION DATE OF CORRECTION FOR PROJECT
Weight training equipment/area for female athletes.	Locate space on campus. Begin getting gender appropriate equipment for this area	Have in place by end of 2010-2011 school year.
Indoor practice area for softball.	Locate area near softball field.	Have in place for the 2009-10 season.

Principal's Signature: Lawrence A. Thayer

Date: April 9, 2009