



**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: June 1, 2009

School	St. Francis High School	Reviewed by	Gordon D. Bocock
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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)	x	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.		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.		Other Recommendation and Comments: The Gender Equity Committee is doing a good job of trying to keep up with the interests shown in the Student Interest Surveys. Keep documenting what you are doing to try to meet the apparent interest in swimming/diving and continue to reflect this in your Gender Equity Committee minutes. The overall expenditures between male and female looks pretty good, but potential red flag issues could develop when blanks appear on the T-35 or T-36. An example of this would be . . . <ul style="list-style-type: none"> <li>• Boys and Girls Track – Equipment and Supplies – Zero Expenditures</li> <li>• Boys and Girls Track – Travel – Zero Expenditures</li> <li>• Boys and Girls Tennis – Travel – Zero Expenditures</li> <li>• Girls Field Hockey – Travel – Zero Expenditures</li> </ul> The Gender Equity Committee does a good job of listing why there are differences in the spending of like sports.



# 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)

The St. Francis High School High School, Louisville, 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.)
Alexandra Thurstone	233 W. Broadway Louisville, KY	502-736-1016	Head of School/Field Hockey
Jason Bell	233 W. Broadway Louisville, KY	502-736-1014	Athletic Director/Boys Soccer
Ralph Marshall	233 W. Broadway Louisville, KY	502-736-1019	Faculty Member Boys Soccer
David Word	233 W. Broadway Louisville, KY	502-736-1040	Faculty Member
Howell Williams	233 W. Broadway Louisville, KY	502-736-1042	Faculty Member
Bobby Evans	Student Athlete (Basketball)		
Zsa Zsa Harris	Student Athlete (Basketball)		
Mary Lawrence Phillips	Student Athlete (Field Hockey/Tennis)		
Shannon Delahanty	Louisville, KY 40207		Parent

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

September 19, 2008 – Special Administrative Meeting
January 15, 2009 – Initial committee meeting, introduction of members and compliance process
April 9, 2009 – Final annual report review

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

Name	Title	Address	Phone
Stephen Butler	Assistant Athletic Director	233W.Broadway Louisville, KY	502-736-1023

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

Name	Title	Address	Phone

School personnel are continuing to make periodic reviews of the boys' and girls' athletics program reflected in the Corrective Action Plan.

In addition to the above information, the above referenced school maintains a complete permanent file relative to Title IX records including copies of the self-assessment audit, all corrective action plans, and other related materials.

*Alexandra Thurstone*  
Principal's Signature

4/10/ 20 09  
Date

Superintendent Signature

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	66	50.4%	44	36% ✓
Row 2	BOYS	65	49.6%	79	64%
Row 3	Totals	131	100%	123 ✓	100%

Instructions:

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

- 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: *Cecilia S. Justice* Date: 4/10/09  
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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
<b>Program</b>		<b>Number of Teams Currently Offered</b>	<b>Number of Participants</b>	<b>Number of Teams Added Since the beginning of the 2004-2005 School Year</b>	<b>Number of participants for the 2008-09 school year who are playing on teams added since the 2004-05 school year</b>	<b>Percent of Total Participation By Sex Added Since the beginning of the 2004-2005 School Year</b>
<b>GIRLS</b>	Row 1	varsity:	4	44	-	-
	Row 2	j.v.:	-	-	-	-
	Row 3	frosh:	-	-	-	-
	Row 4	total:	4	44	0	0
<b>BOYS</b>	Row 5	varsity:	5	68	0	0
	Row 6	j.v.:	1	11	-	-
	Row 7	frosh:	-	-	-	-
	Row 8	total:	6	79	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: *Clyde S. Jewett* Date: 4/10/09

**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?	YES Swimming & Diving Bowling Volleyball		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?	YES		NO

**Plans to Address Interest:**

**Volleyball** – In follow-up meetings with interested players we found too great a number participated in Field Hockey which plays during the same season. We also found that there are few local and reasonably priced venues available for the team to have practice and play games.

**Swimming & Diving** – Although the numbers were high enough to have a team we were unable to find a local venue that could accommodate our team. We spoke with representatives from our local YMCA and a couple of local country clubs. We will continue our search to find a reasonably close facility for our team to practice.

**Bowling** – Plans to add girls bowling for the 2009-10 academic year.

Principal's Signature: Cecilia A. Austin Date: 4/10/09



**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:	4	44	100%
Row 2	j.v.:	0	0	0%
Row 3	frosh:	0	0	0%
Row 4	total:	4	44	100%
<b>Boys</b>				
Row 5	varsity:	5	68	86%
Row 6	j.v.:	1	11	14%
Row 7	frosh:	0	0	0%
Row 8	total:	6	79	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: *Andrew J. Justice* Date: 4/10/09

**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	Booster	School	Booster	School	Booster	
G basketball	248.83		1714.20		61.85		4764.00	2	1			29.97	
B basketball	248.82		2109.20		60.80		4840.00	2	2			29.97	
G softball													
B baseball													
G cross country													
B cross country													
G golf													
B golf													
G soccer													
B soccer	86.97		409.00		44.00		7004.00	2	1			29.97	
G swimming													
B swimming													

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 total. (Note: It is illegal for coaches to be paid by Booster Clubs - Reference KHSAA Bylaw 27)

Principal's Signature: *Wanda S. Suttme* Date: 4/10/09

**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	# of Coaches for all levels / # of Teams for all levels	School	Booster	School	Booster	
G track	A				69.25		1750.00	2 / 1					
B track					81.20		1750.00	2 / 1					
G tennis	119.46				85.75		2060.00	1 / 1					
B tennis	119.46				61.85		2060.00	1 / 1					
G volleyball	1,162.97												
B wrestling													
G (list sport)													
B football													
G Field Hockey	425.99	9412.00			44.00		4500.00	2 / 1				29.97	
B Lacrosse		3975.00	1574.00		85.75		2500.00	1 / 1					

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	\$ 23,179.19	44 %
Girls	\$ 29,785.30	56 %
<b>Total:</b>	<b>\$ 52,961.49</b>	<b>100%</b>

Principal's Signature: *Cassandra J. Swartz* Date: 4/10/09

## 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: Alexandra P. Justice Date: 4/10/09

## Explanation of Advantages

### Accommodation of Interests and Abilities

We had five boys' varsity sports and one junior varsity boys' sport, compared with only four girls' varsity sports. The girls were unable to obtain enough participants to field a junior varsity basketball team, and at one point almost did not have enough players to finish the remainder of their varsity season. Based on the student surveys from this year, the best candidates for adding sports are bowling, volleyball, and swimming/diving. Volleyball poses a problem in that it is a fall sport and might negatively affect participation with field hockey, our other girls' fall varsity sport which has seen an increase in competitiveness and participation.

With respect to swimming and diving, several attempts were made to find an adequate facility that would allow us to train and perhaps host swim meets. We contacted our local YMCA and several local country clubs, but none of them could meet our needs in terms of guaranteeing adequate space to train or offer their facility at a reasonable rate. We will continue to contact other locations to see if we can find a feasible location in proximity to the school that will allow us to use their facility to practice at a reasonable rate.

We have decided to aggressively pursue adding girls bowling next academic year. The student surveys from this year indicate there is sufficient interest, and the financial obligations that the school would incur could easily be met under the current budget and future economic forecast.

### Equipment and Supplies

Based on the 2007-2008 expenditures more money was spent on girls' programs than boys' in this fiscal period. The booster club (through parent donations) purchased new home and away jerseys for the girls' field hockey team as well as sweats and other specialized equipment. The boys' lacrosse team received new uniforms and helmets, but the cost of the lacrosse uniforms was substantially cheaper than the customized girls' field hockey uniforms and sweat suits. Sweat suits were not purchased for the boys' lacrosse team.

### Coaching Salaries

Currently a \$5,000 difference exists between the girls' and boys' coaches' salaries. \$2,500 is attributable to boys' lacrosse since it was the last added sport at the school, but no corresponding girls' team exists because of lack of interest. Until a new varsity sport is added for girls', the apparent deficiency in salaries will continue to exist to some degree. The rest of the deficiency (\$2,500) stems from boys' soccer,

**whose head coach is the most qualified and senior member of the school coaching staff (besides the girls/boys tennis coach). All coaching salaries are determined by qualifications, years of experience, and years coaching at the school. All returning coaches who have performed adequately receive a standard raise in their coaching stipend each year that faculty and staff are given.**

**Title IX Committee Meeting  
September 19<sup>th</sup>, 2008  
Meeting Minutes**

**Attendees**

Jason Bell, Stephen Butler (Special meeting convened primarily to address finding new members to serve on the committee as only one holdover from the previous year remained)

**Agenda**

- I. Discussion regarding exit of several Title IX committee members
  - After learning that the entire committee except for school administrators and one parent would not be returning this year, we discussed the need to add new members to fill the vacancies. It was determined that three new students would be selected for the committee as well as increasing the number of teachers on the committee from two to three. We decided to increase the number of faculty members on the committee to compensate for parents who might have work conflicts on scheduled meeting days.
  
- II. Discussion of Swimming & Diving
  - In the previous year it was noted on the student surveys that several students (many female) had indicated they might be interested in swimming and/or diving. At this point contact had already been made with the Downtown YMCA about using their facilities, however, the YMCA did not have enough space in their pool to guarantee lanes for us to practice. It was decided that we would contact some country clubs such as Blairwood to see if they could accommodate our needs at a reasonable price.

**Title IX Committee Meeting**  
**January 15<sup>th</sup>, 2009**  
**Meeting Minutes**

**Attendees**

Alexandra Thurstone, Stephen Butler, Ralph Marshall, David Word,  
Zsa Zsa Harris, Bobby Evans, Mary Lawrence Phillips, Shannon Delahanty

Total Attendance: 8/11

**Agenda**

- I. Introduce Committee
  
- II. Steps for Assessing Title IX Compliance
  - a. Form a Committee
  - b. Self Audit
  - c. Corrective Action Plan
  - d. Submit Forms to KHSAA
  
- III. Form Overview
  - a. GE-19
  - b. T1 thru T4
  - c. T-35 & T36
  - d. T-60
  - e. T-63

**Minutes**

- The meeting began with a brief overview of the Title IX program since the committee is almost entirely composed of new members.
  
- Stephen Butler gave an overview and explanation of the steps for assessing Title IX compliance, and answered some basic questions about Title IX procedures and implications.
  
- Stephen Butler reviewed previous Title IX reports with the committee to give the new members a sense of how we have progressed in the last few years.
  
- A discussion on the current state of St. Francis Athletics compliance was led by Stephen Butler. The committee was informed that our greatest task is adding another girl's sport and increasing overall participation with the current budget constraints. It was suggested that bowling be considered as a sport to add in the upcoming year as the financial implications would not seriously hamper the school's effort to be fiscally responsible.

- Stephen Butler gave information on how to proceed with the Title IX process. The student surveys were introduced to the committee members as well as an explanation of how the financial information is compiled. The committee was informed that they would see the entire completed Title IX report before it would be submitted to the KHSAA.

**Title IX Committee Meeting  
April 9<sup>th</sup>, 2009 Meeting Minutes**

**Attendees** Stephen Butler, Jason Bell, Alexandra Thurstone, David Word, Howell Williams, Shannon Delahanty, Bobby Evans, Mary Lawrence Phillips, Zsatinia Harris, Ralph Marshall

**Agenda**

**I. Discuss the results from the student surveys**

- Results from the student surveys were discussed and it was noted that swimming/diving, bowling, and volleyball all received favorable responses. It was noted that the surveys do not indicate whether the person who filled it out was a boy or girl, and that it was impossible to ascertain which sport a person would play if they selected two sports that are in the same season. Thus, it was decided that we need to adapt the survey in order to get a more accurate indication of the students' desires. We discussed color coding the forms for boys and girls and doing a mandatory resurvey to be conducted in class meetings thereafter. The hope is that we can get an accurate assessment of the students who will actually play the sport versus those who simply indicated interest but have no intentions of following through.
- It was decided that the University of Louisville, Central High School, and Shawnee High School should all be contacted to discuss availability and feasibility of using their pools for swimming and diving practices.

**II. Discuss the results from the Annual Report**

- The Annual Report was shown to the committee via projection. Copies of the student survey results were distributed for the members to see. Stephen Butler and Jason Bell went through each page of the report explaining what each test is and what it purports to do. Members were allowed to give input and ask questions about the report how the report is used by the school and the KHSAA. The majority of the discussion focused on the corrective action plan, the student survey results, and the tests on accommodations and interests.

**III. Discuss the Corrective Action Plan**

- Several things were identified in the corrective action plan:
  - 1) Addition of girls' bowling for the 2009-2010 academic year.
  - 2) Continue researching a suitable location for swimming and diving
  - 3) Additional revision to the schools Title IX policy manual
  - 4) Resurveying the students this year in class meetings and making the resurvey standard practice from now on
  - 5) Adapting the survey so it gives a more accurate picture of student interest
  - 6) Seeking to equalize expenditures on coaches as more girls' sports are added in the future

St. Francis High School

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	COLUMN 2	COLUMN 3
ITEM FOR CORRECTION/ IMPROVEMENT	SUGGESTED CHANGE/ ACTIVITIES	SCHOOL YEAR, COMPLETION DATE OF CORRECTION FOR PROJECT
Opportunities	1. Addition of girls bowling	Winter Sport 2009-10
	2. Continue researching a suitable location for swimming and diving with the hopes of adding it as a club sport for the 2009-10 school years.	August 1, 2009
	3. Additional revision to the schools Title IX Policy Manual	August 1, 2009
Update Student Interscholastic Survey	4. Adapt student survey so responses are more representative of actual interest. Changes will include: - indication of whether student is boy or girls - list sports by season	January 1, 2010
Resurvey Student body	5. Mandatory resurvey yearly, initial survey will be done using KHSAA form. Resurvey will use updated form and be held during class meetings. - this resurvey will be done annually following initial survey	May 1, 2009
Benefits (coaching)	Add a girls sport and coach to help equalize coaching salaries.	2009-10 Academic Year

Principal's Signature: *Alexandra A. Summe* Date: *4/10/09*



**2008-2009 INTERSCHOLASTIC  
ATHLETICS SURVEY**  
Summary of Student Responses

KHSAA  
Form T63  
Rev.12 08

**School Name:** St. Francis High School, Louisville KY

**Enrollment**  
**(9-12 Grade):** 129      **(SHOULD AGREE WITH FORM T-1, COLUMN 1, ROW 3)**

**Number of 9-11 Grade Students Surveyed:** 96

**Number of 8<sup>th</sup> Grade Students Surveyed:** 0

**Date:** 3/13/09

**Completed By:** Stephen Butler, Jr. Title IX Coordinator

**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.

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

How Was The Survey Administered? During weekly advisee group meetings  
(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*)

4      Cross Country (Girls)  
2      Cross Country (Boys)  
6      Football (Boys)  
4      Golf (Girls)  
6      Golf (Boys)  
8      Soccer (Girls)  
19      Soccer (Boys)  
18      Volleyball (Girls)

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

Form T-63  
Rev. 12/07

- 10 Basketball (Girls)
- 19 Basketball (Boys)
- 6 Indoor Track (Girls)
- 4 Indoor Track (Boys)
- 12 Swimming & Diving (Girls)
- 2 Swimming & Diving (Boys)
- 2 Wrestling (Boys)

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

- 6 Baseball (Boys)
- 11 Fast Pitch Softball (Girls)
- 12 Tennis (Girls)
- 7 Tennis (Boys)
- 6 Track (Girls)
- 9 Track (Boys)

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

- 12 Archery
- 16 Field Hockey
- 21 Bowling
- 3 Gymnastics (Boys)
- 4 Gymnastics (Girls)
- 4 Ice Hockey
- 14 Lacrosse (Boys)
- 9 Lacrosse (Girls)
- 14 Rifle
- 10 Rodeo
- 5 Slow Pitch Softball
- 2 Volleyball (Boys)
- 0 Water Polo
- 8 Weightlifting

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

(*From Student Survey T-61 Question 5*)

<u>Sport</u>	<u>Number</u>

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

*(From Student Survey T-61 Question 6)*

<u>Sport</u>	<u>Number</u>
Ultimate Frisbee, Dance, Flag Football	12, 3, 3
Basketball, Croquet, Cricket	1
Paintball	1
Ping Pong	1

**Participation in Non-School Sports Activities**

*(From Student Survey T-61 Question 7)*

<u>Sport</u>	<u>Number</u>
Cycling, Karate	1
Swimming	1
Rugby	1
Tennis	1
Croquet	1
Basketball	1

**Reasons for not participating in interscholastic athletics**

*(From Survey Question 8)*

- 11 I prefer other activities such as band, chorus, etc.
- 19 I don't have time
- 8 The practice schedules and game times are inconvenient
- 11 The sport I like isn't offered
- 1 It's too expensive
- 1 I prefer to participate in club or intramural sports
- 5 Working
- 10 Other:  
Injury, not enough players, don't care, transfer rules, theatre

Student Suggestions to encourage participation

Better coaches, more fun practices, more rewards, stricter punishment for non

Commitment, be more encouraging, new games/organization, student commitment

Policies, pep rallies, school spirit week, more incentives, mascot

Principal's Signature

Date