



**KHSAA TITLE IX
ANNUAL REPORT SUBMISSION
STATUS REPORT
2010-2011**

KHSAA
Form T65
Revised
3/2011

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

FROM: Julian Tackett, Commissioner
Darren Bilberry, Assistant Commissioner

DATE :April 26, 2011

School	Elizabethtown High School	Reviewed by	Martha Mullins
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The following is a status report regarding the required 2010 - 2011 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2011. 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)	N/A	T-63 (Interscholastic Survey Results)

II. Status

A.	X	2010– 2011 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	According to the 2010-2011 data, the school appears to be meeting the standards established in: <input checked="" 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.	X	Other Recommendation and Comments: It is recommended that a coach of boys' sports and a male Student- athlete be added to the Gender Equity Review Committee. Good report! It illustrates the connection between Forms T-35/36 and T-41, and between Forms T-41 and T-60. It is clear that the data on T-35/36 was reviewed and not just reported.

KHSAA Emailer

```
select ademail as email_address,school as email_name from KHSAA_Schools,KHSAA.KHSAA_new_email_checked_schools where
KHSAA_Schools.id=KHSAA.KHSAA_new_email_checked_schools.id AND KHSAA_new_email_checked_schools.user="dbilberry@khsaa.org" AND
member="T" and (ademail is not null and ademail <> "") order by school
```

```
select prinemail as email_address,school as email_name from KHSAA_Schools,KHSAA.KHSAA_new_email_checked_schools where
KHSAA_Schools.id=KHSAA.KHSAA_new_email_checked_schools.id AND KHSAA_new_email_checked_schools.user="dbilberry@khsaa.org" AND
member="T" and (prinemail is not null and prinemail <> "") order by school
```

```
select superemail as email_address,school as email_name from KHSAA_Schools,KHSAA.KHSAA_new_email_checked_schools where
KHSAA_Schools.id=KHSAA.KHSAA_new_email_checked_schools.id AND KHSAA_new_email_checked_schools.user="dbilberry@khsaa.org" AND
member="T" and (superemail is not null and superemail <> "") order by school
```

- Below is a simulation of how your email will appear.
- You can manually modify the list of addressees in the "To:" box by deleting undesired addressees or adding new ones, one per line.
- You can modify the email subject in the "Subject:" box.
- When you're ready to send your email press the "Send" button. Do not close your browser window while emails are being sent.

From:	"Darren Bilberry, KHSAA" <dbilberry@khsaa.org>
To:	"Elizabethtown" <doug.barnes@etown.kyschools.us> "Elizabethtown" <steve.smallwood@etown.kyschools.us> "Elizabethtown" <gary.french@etown.kyschools.us> martha.mullins@insightbb.com
Subject:	Elizabethtown HS-Annual Title IX Report- Status Report
<input type="button" value="Send Email"/>	
<p>Enclosed please find a copy of Form T-65, the <u>2010-2011 KHSAA Title IX Annual Submission Status Report</u>. In addition, you may find an attachment with corrected copies of the forms submitted by your school personnel.</p> <p>Also, KHSAA Audit Team Members may have requested the resubmission of some of the 2010-2011 Annual Report Forms or need additional information on your athletic programs. Please submit this information by the date requested if this is applicable. Copies of all KHSAA Title IX documents must be kept current and included in your permanent Title IX File at the school. All documents are subject to Open Records Requests.</p> <p>Should you need any further information, please do not hesitate to contact the appropriate Title IX Auditor listed on the T-65 form or Darren Bilberry at anytime. Thank You.</p> <p>Annual Title IX Report- Status Report</p> <p>Darren Bilberry Assistant Commissioner Kentucky High School Athletic Association Telephone- 859-299-5472 Fax: 859-293-5999 E-Mail: dbilberry@khsaa.org</p>	

- attachment; filename="Elizabethtown.doc"

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To: "Darren Bilberry, KHSAA" <dbilberry@khsaa.org>
Subject: Copy: Elizabethtown HS-Annual Title IX Report- Status Report
From: "Darren Bilberry, KHSAA" <dbilberry@khsaa.org>
Date: Wed, 4 May 2011 14:05:25 -0400 (EDT)

Attachment: Elizabethtown.doc

Enclosed please find a copy of Form T-65, the 2010-2011 KHSAA Title IX Annual Submission Status Report. In addition, you may find an attachment with corrected copies of the forms submitted by your school personnel.

Also, KHSAA Audit Team Members may have requested the resubmission of some of the 2010-2011 Annual Report Forms or need additional information on your athletic programs. Please submit this information by the date requested if this is applicable. Copies of all KHSAA Title IX documents must be kept current and included in your permanent Title IX File at the school. All documents are subject to Open Records Requests.

Should you need any further information, please do not hesitate to contact the appropriate Title IX Auditor listed on the T-65 form or Darren Bilberry at anytime. Thank You.

Annual Title IX Report- Status Report

Darren Bilberry
Assistant Commissioner
Kentucky High School Athletic Association
Telephone- 859-299-5472
Fax: 859-293-5999
E-Mail: dbilberry@khsaa.org

Postmarked
4-20-11

df

KHSAA Form GE19
Rev. 10/10



KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION 2010-2011 ANNUAL VERIFICATION OF TITLE IX PROCEDURES

(To be submitted by April 15, 2011 along with other required forms)

Elizabethtown High School, Elizabethtown Kentucky **APR 21 2011**
(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:

I. 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.)
NATHAN HUGGINS	627 ELDORADO, E-TOWN	270.268.2073	ASST. SUPT FOR STUDENT SERVICES
DOUG BARNES	524 MICHIGAN AVE., E-TOWN	270.769.3698	ATHLETIC DIRECTOR/DES. REP
TIM HINKLE	131 DORIS CT., E-TOWN	270.737.2814	VOLLEYBALL COACH
KIM HARTLAGE	12 FAIRWAY DR., E-TOWN	270.737.3539	GIRLS' GOLF COACH - PARENT
VICKI THOMAS	2531 CHATSWORTH, E-TOWN	270.765.2110	PARENT
HALLE PINKHAM	103 JERSEY CT., E-TOWN	270.769.4602	FEMALE ATHLETE
JASMINE BRISSETT	309 MOORE DR., E-TOWN	270.737.5149	FEMALE ATHLETE
TIM MUDD	104 DEERCHASE CT., E-TOWN	270.737.2971	GIRLS' BASKETBALL COACH

II. Scheduled a minimum of three meetings during the 2010-2011 school year on the following dates:

September 8, 2010
November 22, 2010
April 11, 2011

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

Name	Title	Address	Phone
DOUG BARNES	ATHLETIC DIRECTOR	524 MICHIGAN AVE.	270.769.3698

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

Name	Title	Address	Phone
NATHAN HUGGINS	ASST. SUPERINTENDENT	627 EL DORADO	270.268.2073

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.

Principal's Signature

4-11 2011
Date

Superintendent Signature

School Board Chairpersons' Signature

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



**2010-2011
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART (Form T-1)**

KHSAA Form T1
Rev. 10/10

Participation Opportunities: Test One - Proportionality

		(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	380	51.4%	255	49.6%
Row 2	BOYS	359	48.6%	259	50.4%
Row 3	Totals	739	100%	514	100%

Instructions:

*Number of 8th grade students & below used in
Column 3 and Column 4 calculations: 113

- 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: *Steve S. [Signature]* Date: 4-11-11



**2010-2011
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART (FORM T-2)
PARTICIPATION OPPORTUNITIES: TEST TWO - PROGRAM
EXPANSION**

		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 2006-2007 School Year	Current Number of Participants for the 2010-2011 school year who are playing on teams added since the 2006-2007 School Year	Percent of Total Participation By Sex Added Since the beginning of the 2006-2007 School Year
GIRLS Row 1	varsity:	9	122	0	0	
Row 2	j.v.:	9	107	0	0	
Row 3	frosh:	3	26	0	0	
Row 4	total:	21	255	0	0	0.0%
BOYS Row 5	varsity:	9	125	0	0	
Row 6	j.v.:	9	108	0	0	
Row 7	frosh:	2	26	0	0	
Row 8	total:	20	259	0	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.
- 6) **Note: If the percentage of current participants added in the last five years is 25% or greater for the underrepresented sex (most likely girls), 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: Date: 4-11-11



**2010-2011
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART (FORM T-3)**

KHSAA Form T3
Rev. 10/10

Participation Opportunities Test Three Full Accommodation

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

	GIRLS (Yes / No)		BOYS (Yes / No)
1. Based on the responses from your most recent student survey, is there sufficient interest to form a viable interscholastic team for a sport not currently offered? If yes, what sport?	Yes BOWLING		Yes BOWLING
2. For a sport not currently offered at the varsity level, is there sufficient interest based on your most recent Student Interest Survey to form a viable team for an interscholastic freshman team or junior varsity team?	No		No
3. For a sport currently offered at the interscholastic Junior Varsity or freshmen level, is there sufficient interest, based on your most recent Student Interest Survey, to form a varsity team?	No		No
4. If you answered YES to question (1), (2), or (3), 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 BOWLING		Yes BOWLING
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 BOWLING		Yes BOWLING

Remember, test three – full accommodation means addressing the unmet interest of the underrepresented sex (most likely girls), not the overrepresented sex (most likely boys).

Plans to Address Interest:

EHS is exploring the addition of Bowling as a KHSAA sanctioned sport for the 2012-2013 school year.

Principal's Signature:  Date: 4-11-11



**2010-2011
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART (FORM T-4)**

KHSAA :Form T4
Rev. 10/10

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	122	47.8%
Row 2	j.v.:	9	107	42.0%
Row 3	frosh:	3	26	10.2%
Row 4	total:		255	100%
Boys				
Row 5	varsity:	9	125	48.3%
Row 6	j.v.:	9	108	41.7%
Row 7	frosh:	2	26	10.0%
Row 8	total:		259	100%

- 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.)
- 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.)
- 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: 4-11-11



**2010-2011
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 1 - (FORM T-35)
TO INCLUDE BOOSTER CLUB FUNDING**

KHSAA Form T-35
REV. 10/10

Sports	Equipment and Supplies		Travel		Awards		Coaches' salaries (to include supplemental and extended employment; dollar amount required)		Facilities improvements		Publications (if sport-specific)	
	School	Booster	School	Booster	School	Booster	School	# Coaches for all levels / # Teams for all levels	School	Booster	School	Booster
	G = 41,313 B = 63,874											
	Expenditures		Expenditures		Expenditures		Expenditures		Expenditures		Expenditures	
G basketball	1985	19593	6327	2981	975	1869	16250	3 3	0	500	25	335
B basketball	3535	5688	6118	2661	1857	3973	16250	3 3	0	0	25	335
G softball	1116	0	1904	0	0	0	9250	3 3	500	0	19	148
B baseball	2161	9402	1849	0	1069	4598	9250	3 3	500	0	19	148
G cross country	91	1818	851	264	6	601	2250	2 2	0	0	8	170
B cross country	91	1818	851	264	6	601	2250	2 2	0	0	8	170
G golf	0	590	904	81	0	803	3000	1 2	0	0	8	170
B golf	0	590	904	81	0	803	3000	1 2	0	0	8	170
G soccer	2669	3497	2508	202	291	271	7750	2 2	0	0	15	170
B soccer	8822	2414	3373	1045	0	4006	7750	2 2	0	0	15	170
G swimming	112	112	762	186	88	0	1500	1 2	0	0	13	335
B swimming	112	112	762	186	88	0	1500	1 2	0	0	13	335

1. Total expenditures on T-35 and T-36 on the 2010-2011 year report due by April 15, 2011 of each school year, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2009-2010 ending June 30, 2010.

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:  Date: 4/11/11



**2010-2011
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2 - (Form T36)
TO INCLUDE BOOSTER CLUB FUNDING**

KHSAA Form T36
REV. 10/10

Sports	Equipment and supplies		Travel		Awards		Coaches' salaries (to include supplemental and extended employment; dollar amount required)			Facilities improvements		Publications (if sport-specific)	
	School	Booster	School	Booster	School	Booster	School	# Coaches for all levels / # Teams for all levels	School	Booster	School	Booster	
G track	571	3017	724	227	0	819	3750	3 2	253	0	9	148	
B track	571	3017	724	227	0	819	3750	3 2	253	0	9	148	
G tennis	929	318	1260	318	232	274	2250	2 2	0	0	9	148	
B tennis	929	318	1260	318	232	274	2250	2 2	0	0	9	148	
G volleyball	1655	3330	3763	1292	0	2685	7750	2 2	0	0	15	170	
B wrestling	0	0	0	0	0	0	0	0 0	0	0	0	0	
G ...	0	0	0	0	0	0	0	0 0	0	0	0	0	
B football	22848	10468	4493	5077	1267	2713	32000	6 2	0	326	15	170	
G	0	0	0	0	0	0	0	0 0	0	0	0	0	
B	0	0	0	0	0	0	0	0 0	0	0	0	0	

1. Total expenditures on T-35 and T-36 on the 2010-2011 year report due by April 15, 2011, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2009-2010 ending June 30, 2010.

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
257	Boys	50	\$ 206,189	61.0%
255	Girls	50	\$ 131,789	39.0%
Total:			\$ 337,978	100%

Principal's Signature: *[Signature]* Date: 4-11-11



2010-2011 KHSAA TITLE IX ATHLETICS AUDIT (Form T-41)
Checklist - Overall Interscholastic Athletics Program

KHSAA Form T41
Rev. 10/10

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
Housing and Dining			X
Tutoring			X
Athletic Scholarships			X

If an advantage/inequity is indicated, corrective action should be shown on the Corrective Action Plan, Form T-60.

Principal's Signature: *Steve Smith* Date: 4-11-11



SCHOOL NAME Elizabethtown

**2010-2011 TITLE IX
CORRECTIVE ACTION PLAN
(FORM T-60)**

DIRECTIONS:

- For Column 1, indicate the intended area (Opportunities or Benefits) which needs corrective action in order to achieve gender equity. For Column 2, write the suggested change or activities that will correct the area in need of alteration. For Column 3, include the estimated completion date for the changes or activities.
- It is possible to attain compliance with Title IX and no longer need "corrective" action. However, the KHSAA strongly encourages compliant schools to identify items for improvement (Column 1), activities to accomplish the improvement (Column 2) and a timetable for completion (Column 3) that will strengthen the athletic program.
- You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April 15, 2011.

COLUMN 1	COLUMN 2	COLUMN 3
SPECIFIC ITEM FOR CORRECTION/ IMPROVEMENT	PLAN FOR SUGGESTED CHANGE	START DATE AND COMPLETION DATE OF CORRECTIVE ACTION
Prime time scheduling of girls' home basketball games.	Continue to follow KHSAA 40% guideline.	Start: Ongoing Complete: Ongoing
Upgrade of softball facility.	Finish the Final Plan for Completion of Softball Facility submitted to the KHSAA on March 15, 2011.	Start: Fall 2008 Complete: Spring 2013
Make expenditures on equipment and supplies and awards and benefits more equitable between girls and boys teams.	Develop a coach's handbook policy on consistent practices of spending.	Start: Fall 2010 Complete: Fall 2011
Add a freshman volleyball coach and stipend.	Superintendent and board approval.	Start: Spring 2011 Complete: Fall 2012
Add interscholastic bowling to our athletic program.	Superintendent and board of approval	Start: Spring 2011 Complete: Winter 2012

Principal's Signature: *Steve S. [Signature]* Date: 4-11-11