



KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION ANNUAL VERIFICATION OF TITLE IX PROCEDURES SCHOOL YEAR 2011-2012 _____

KHSAA Form GE19
Rev.5/11

Heritage _____ High School, Florence _____ 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:**

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.)
Howard Davis		859.525.0213	Principal
Bert Capel		859.525.0213	Athletic Director
Kathy Rutt		859.525.0213	Teacher, Coach
Stephanie Edgerly		859.525.0213	Teacher
Sarah Wiley		859.525.0213	Student
Jeff Reno		859.525.0213	Student

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

April 25, 2012
May 9, 2012
May 17, 2012

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

Name	Title	Address	Phone
Bert Capel	Athletic Director	66 Delphi Dr., Erlanger, Ky,41018	859.466.7412

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

Name	Title	Address	Phone
Howard Davis	Principal	18 Kelly Dr., Florence, Ky.,41042	859.630.2730

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.

Digitally signed by Bert A Capel (pscapel@hotmail.com)

April 16, 2012 21:41:30 PM

Principal Signature

Date

Roster Review

Varsity Baseball

X Higgins, Carey
X McCarty, Trevor
X Reno, Jeff
X Tre, Seeger
X Vargas, Daniel

Varsity Basketball - Boys

Boles, George
Buckley, Christian
Buckley, Noah
Henthorn, Charles
X Higgins, Carrey
Hill, Cory
Jewell, Dontay
X Lee, Joseph
Marrs, Dallas
McCarty, Rhett
McCarty, Trevor
X Price, Chase
Reno, Jeff
X Sipple, Micah
X Smith, Justin
Smith, Zac
Sutphin, Hayden
Vargas, Daniel

Varsity Golf - Boys

Herbst, Lincoln
Herbst, Logan
Reno, Jeff
Sutphin, Hayden
Walker, Andrew

Varsity Basketball - Girls

X Besecker, Ashley
X Birkemeier, Ciara
X Braasch, Rebecca
X Cain, Mariah
X Carr, Kristen
X Forman, Ciara
Heinrich, Rebecca
X McClintock, Halle
X Mullins, Hayley
X Mullins, Maddie
X Schwartz, Taylor
X Wiley, Sarah
X Worley, Isabelle

Varsity Fast Pitch Softball

Besecker, Ashley
Birkemeier, Ciara
Bonner, Rebecca
Braasch, Rebecca
Cain, Makayla
Cain, Mariah
Cain, Marissa
Collins, Demi
X Combs, Brittney
X Dulin, Ciara
X Forman, Ciara
Harsaran, Jessica
Heinrich, Rebecca
Mullins, Hayley
Mullins, Maddie
Rutt, Leah
Wiley, Sarah
Worley, Isabelle

Varsity Volleyball

Bonner, Rebecca
Braasch, Rebecca
Cain, Makayla
Cain, Mariah
Carr, Kristen
X Dulin, Ciara
Hanna, Ashlee
Harsaran, Jessica
Heinrich, Rebecca
Held, Elizabeth
McClintock, Halle
Mullins, Hayley
Rutt, Leah
Van Metre, Brooke
Wiley, Sarah

Mullins, Hayley
Mullins, Maddie
Schwartz, Taylor
Wiley, Sarah
Worley, Isabelle

Junior Varsity Volleyball

Cain, Makayla
Cain, Mariah
Carr, Kristen
Hanna, Ashlee
Held, Elizabeth
McClintock, Halle
Mullins, Hayley
Mullins, Maddie
Van Metre, Brooke
Wiley, Sarah

Junior Varsity Basketball - Boys

Boles, George
Buckley, Christian
Buckley, Noah
Henthorn, Charles
Hill, Cory
Jewell, Dontay
McCarty, Rhett
Vargas, Daniel

Junior Varsity Basketball - Girls

Besecker, Ashley
Birkemeier, Ciara
Braasch, Rebecca
Cain, Mariah
Carr, Kristen
Forman, Ciara
Heinrich, Rebecca
McClintock, Halle



SCHOOL YEAR 2011-2012
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART

KHSAA Form T1
Rev. 5/11

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	22	48.9%	53	67.1%
Row 2	BOYS	23	51.1%	26	32.9%
Row 3	Totals	45	100%	79	100%

Instructions: *Number of 8th grade students & below used in Column 3 and Column 4 calculations: 21

- 1) 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).
- 2) Add the total number of girls and boys enrolled to determine total enrollment, (place in Row 3, Column 1).
- 3) 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%.
- 4) 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.
- 5) 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: Digitally signed by Bert A Capel (pscapel@hotmail.com) Date: April 16, 2012 21:41:30 PM



**SCHOOL YEAR 2011-2012
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART**

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 including the current school year and the four previous school years.	Number of Participants for the current school year who are playing on teams added dating back to the four previous school years.	Percent of Total Participation By Sex Added including the current school year and the four previous school years.
GIRLS Row 1	varsity:	3	30	0	0	
Row 2	j.v.:	2	23	0	0	
Row 3	frosh:	0	0	0	0	
Row 4	total:	5	53	0	0	0.0%
BOYS Row 5	varsity:	2	18	0	0	
Row 6	j.v.:	1	8	0	0	
Row 7	frosh:	0	0	0	0	
Row 8	total:	3	26	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.**

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**SCHOOL YEAR . 2011-2012
ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART**

KHSAA **FormT3**
Rev5 /11

Participation Opportunities Test Three Full Accommodation

FOR ANY QUESTION ANSWERED "YES" IDENTIFY THE RESPECTIVE SPORT(S) AND DESCRIBE YOUR IMPLEMENTATION PLAN IN LINE (5).

	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 varsity interscholastic team for a sport not currently offered? If yes, what sport?	No		No
2. Based on the responses from your most recent student survey, is there sufficient interest to form a viable junior varsity interscholastic team for a sport not currently offered and for which there is not sufficient interest to form a viable varsity interscholastic team? If yes, what sport?	No		No
3. Based on the responses from your most recent student survey, is there sufficient interest to form a viable freshman interscholastic team for a sport not currently offered and for which there is not sufficient interest to form either a viable varsity or junior varsity interscholastic team? If yes, what sport?	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?	No		No

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

5. Describe your plans to address interest below:
<p>Enrole more students. Promote all of the existing sports offered. Research any new possibilities.</p>

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**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:	3	30	56.6%
Row 2	j.v.:	2	23	43.4%
Row 3	frosh:	0	0	0.0%
Row 4	total:		53	100%
Boys				
Row 5	varsity:	2	18	69.2%
Row 6	j.v.:	1	8	30.8%
Row 7	frosh:	0	0	0.0%
Row 8	total:		26	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.

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SCHOOL YEAR 2011-2012
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 1
TO INCLUDE BOOSTER CLUB FUNDING

KHSAA Form T35
REV.5/11

Sports	Equipment and Supplies		Travel		Awards		Coaches' salaries (to include supplemental and extended employment; <i>dollar amount required</i>)		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	123	0	200	0	150	0	0	1 1	0	0	0	0
B basketball	123	4014	200	0	150	0	0	1 2	0	0	0	0
G bowling	0	0	0	0	0	0	0	0 0	0	0	0	0
B bowling	0	0	0	0	0	0	0	0 0	0	0	0	0
G softball	152	2967	0	0	150	0	1500	2 1	0	0	0	0
B baseball	0	0	0	0	0	0	0	0 0	0	0	0	0
G cross country	0	0	0	0	0	0	0	0 0	0	0	0	0
B cross country	0	0	0	0	0	0	0	0 0	0	0	0	0
G golf	0	0	0	0	0	0	0	0 0	0	0	0	0
B golf	0	0	0	0	50	0	0	1 1	0	0	0	0
G soccer	0	0	0	0	0	0	0	0 0	0	0	0	0
B soccer	0	0	0	0	0	0	0	0 0	0	0	0	0

1. Total expenditures on T-35 and T-36 on the current annual report should reflect the total monies spent (rounded off to nearest dollar) for the previous school year.
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)

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Date: April 16, 2012 21:41:30 PM



SCHOOL YEAR 2011-2012
ACTUAL EXPENDITURES – PROGRAM COMPARISON CHART 2
TO INCLUDE BOOSTER CLUB FUNDING

KHSAA Form T36
REV 5/11

Sports	Equipment and supplies		Travel		Awards		Coaches' salaries (to include supplemental and extended employment; <i>dollar amount required</i>)		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 swimming	0	0	0	0	0	0	0	0 0	0	0	0	0
B swimming	0	0	0	0	0	0	0	0 0	0	0	0	0
G track	0	0	0	0	0	0	0	0 0	0	0	0	0
B track	0	0	0	0	0	0	0	0 0	0	0	0	0
G tennis	0	0	0	0	0	0	0	0 0	0	0	0	0
B tennis	0	0	0	0	0	0	0	0 0	0	0	0	0
G volleyball	57	456	880	0	150	0	1500	2 2	0	0	0	0
B wrestling	0	0	0	0	0	0	0	0 0	0	0	0	0
G soccer	0	0	0	0	0	0	0	0 0	0	0	0	0
B football	0	0	0	0	0	0	0	0 0	0	0	0	0
G basketball	0	0	0	0	0	0	0	0 0	0	0	0	0
B basketball	0	0	0	0	0	0	0	0 0	0	0	0	0

1. Total expenditures on T-35 and T-36 on the annual report should reflect the total monies spent (rounded off to nearest dollar) for the previous school year.
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	\$ 4,537	35.4%
Girls	\$ 8,285	64.6%
Total:	\$ 12,822	100%

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SCHOOL YEAR . 2011-2012
KHSAA TITLE IX ATHLETICS AUDIT
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
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.

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SCHOOL NAME Heritage

SCHOOL YEAR 2011-2012
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 with the annual report.

COLUMN 1	COLUMN 2	COLUMN 3
SPECIFIC ITEM FOR CORRECTION/ IMPROVEMENT	PLAN FOR SUGGESTED CHANGE	START DATE AND COMPLETION DATE OF CORRECTIVE ACTION

Principal's Signature: Digitally signed by Bert A Capel (pscapel@hotmail.com)

Date: April 16, 2012 21:41:30 PM



INTERSCHOLASTIC ATHLETICS SURVEY Summary of Student Responses

KHSAA Form T63
Rev.5/11

School Year:	2011-2012
School Name:	Heritage
Number of 9-11 Grade Students Surveyed:	27
Number of 8 th Grade Students Surveyed:	6
Date:	April 16,
Completed By:	Bert Capel

Instructions:

1. Summarize the Student Athletics Interest Surveys Form T-61 by entering 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 the due date of the annual report. Do not mail the student surveys (Form T-61). However, these Forms should be maintained in your files in the event they are subsequently requested.

40	Number of Surveys Issued (sim of 9-11 and grade 8 above)
33	Total Returned / Completed
	Return Percentage (returned divided by issued) <i>(A minimum of 80% return is expected)</i>

Who Administered The Survey? Homeroom Teachers

How Was The Survey Administered? Completed in homeroom

Give details on how it was administered and to which school group, Example: English classes, or all home rooms, etc. or advisee/advisor?)

Enter Totals from T-61 Compilation for each Sport/Sport Activity

KHSAA Sponsored Fall Sports/Sport Activities

Cross Country (Boys)	3
Cross Country (Girls)	4
Football (Boys)	13
Golf (Boys)	6
Golf (Girls)	3
Soccer (Boys)	9
Soccer (Girls)	6
Volleyball (Girls)	10

KHSAA Sponsored Spring Sports/Sport Activities

Baseball (Boys)	8
Fast Pitch Softball (Girls)	9
Tennis (Boys)	8
Tennis (Girls)	7
Track (including Indoor, Boys)	6
Track (including Indoor, Girls)	5

Non-KHSAA Sponsored Championship Sports

Field Hockey (Girls)	3
Gymnastics (Boys)	4
Gymnastics (Girls)	10
Ice Hockey (Boys)	4
Lacrosse (Boys)	6
Lacrosse (Girls)	7
Rifle	10
Rodeo	12
Slow Pitch Softball	1
Volleyball (Boys)	5
Weightlifting	10
Other sports or sports activities not listed	1

KHSAA Sponsored Winter Sports/Sport Activities

Archery (Boys)	9
Archery (Girls)	10
Basketball (Boys)	11
Basketball (Girls)	9
Bass Fishing (Boys)	7
Bass Fishing (Girls)	4
Bowling (Boys)	7
Bowling (Girls)	2
Swimming & Diving (Boys)	4
Swimming & Diving (Girls)	8
Wrestling (Boys)	0



INTERSCHOLASTIC ATHLETICS SURVEY Summary of Student Responses

KHSAA Form T63
Rev.5/11

Number of Students who participate in Intramural Sports

Sport	Number
0	0
	0
	0
	0
	0
	0
	0

Participation in Non-School Sports Activities

Sport	Number
Fastpitch	2
Skateboarding	1
Tennis	2
Soccer	2
Basketball	6
Golf	2

List Intramural Sports students are interested in adding:

Sport	Number
Basketball(Boys)	5
Basketball(Girls)	1
Soccer(Girls)	4
Lacrosse(Girls)	1
Tennis(Boys)	3

Reasons for not participating in interscholastic athletics

From Compiled T-61 Forms

- 2 I prefer other activities such as band, chorus, etc.
- 3 I don't have time
- 1 The practice schedules and game times are inconvenient
- 8 The sport I like isn't offered
- 2 It's too expensive
- 0 I prefer to participate in club or intramural sports
- 0 Working
- 0 Other: _____

Student Suggestions to encourage participation

- _ Spread the word more. _____
- Listen to survey. _____
- Offer more sports. _____
- _ Get better sports. _____
- Add more sports. _____
- More team commitment. _____
- _ Vote for sports. _____

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April 16, 2012 21:41:30 PM

Principal's Signature

Date