

Kentucky High School Athletic Association

To: Superintendent, Principal, and Athletic Director _____

From: Louis Stout, Commissioner
Brigid L. DeVries, Executive Assistant Commissioner



Date: June 5, 2001

Subject: Review of 2000-2001 Title IX Forms

Enclosed please find a copy of a review of the 2000-2001 Title IX Forms, submitted by your school. A copy of this information must be included in your permanent Title IX file at your school. In addition, you may find an attachment with corrected copies of the forms submitted by your school personnel. Please review this information so the forms can be completed accurately in the future.

Also, KHSAA Audit Staff may have requested a re-submission of some of the 2000-2001 Title IX forms or need additional information on your athletic programs. Please submit this information by the date requested if this is applicable.

Remember your permanent Title IX file at the school must be kept current with information pertaining to your athletics program. Copies of all KHSAA required documents should be part of this file and are subject to Open Records requests.

Should you need any further information, please do not hesitate to call anytime.

Memo

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

From: Louis Stout, Commissioner
Brigid L. Devries, Executive Assistant Commissioner

Date: May 31 2001

RE: 2001 Title IX Forms Submission

School Fleming Neon Reviewed By Danny C. Reeves

The following is a status report regarding the required 2000 - 2001 Title IX submission of forms due in to the KHSAA office by April 15, 2001. Appropriate audit personnel have reviewed these forms and the following is a summary of this review.

I. Checklist of Forms properly submitted in a satisfactory manner:

- GE 19 (Annual Verification)
- T-1 (Summary Program Chart 1)
- T-2 (Summary Program Chart 2)
- T-3 (Summary Program Chart 3)
- T-4 (Summary Program Chart 4)
- T-41 (Checklist - Overall Interscholastic Program)
- T-60 (Corrective Action Plan)
- T-63 (Interscholastic Survey Results)

II. Status

- A. 2000 - 2001 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 and corrected copies are being returned to you for placement in your Title IX file to ensure proper submission in the future.

C. The following forms were omitted and must be submitted by school representatives.
GE 19 not signed by school rep. Chera
T-41 - Incomplete

D. Other Recommendation and Comments:

Submit completed forms (GE 19, T-41)
before Aug. 24, 2001 (S/R) Advised
 Mark Johnson
 of Joe De
 He has put
 in mail

**ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 1**

Participation Opportunities Test One

Program	Enrollment (1)	Percentage of Total Enrollment (3)	Number of Interscholastic Participants (double and triple count) (4)	Percent of Total Participation (5)
GIRLS	130	46%	51 46 ÷ 47	35% <i>JK</i>
BOYS	152	54%	96 74 ÷ 47	48% <i>JK</i>
Totals (2)	282	100%	147 120 ÷ 2	100%

Instructions:

*Number of 8th grade students & below used in Column 4 calculations if applicable: _____

- Determine the total number of girls enrolled.
Determine the total number of boys enrolled.
- Add the total number of girls and boys enrolled to determine total enrollment.
- Calculate the percentage of total enrollment that is female. Calculate the percentage of total enrollment that is male.
- Ask the head coaches to review the most updated eligibility or squad lists for their teams. Ask coaches to confirm the names of those individuals who are on the team as of the first date of competition, and cross out the names of those who were cut from the team or quit the team prior to the first competitive event. Determine the total number of interscholastic athletics participants that are girls. 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 or cheerleaders). 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 they participate in. If applicable, please asterisk the above notation as to how many 8th grade students & below are included.
- Calculate the percentage of female participation (Column 1) based on information from (Column 4).

Calculate the percentage of male participation (Column 1) based on information from (Column 4).

Note: While being within three percent is not a formal compliance standard; if the percent listed in Column 5 is within 3% of Column 3, then it provides a good target within which compliance is likely.

Signature: Mark Johnson Date: 4-2-01

ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 2

Participation Opportunities Test Two

Program	Number of Teams Currently Offered (1)	Number of Teams Added in Last Five Years (2)	Number of Participants Added in Last Five Years (3)	Percent of Total Participation By Sex (4)
GIRLS	varsity: 4	1	14 ÷ 51 =	30% 27.5%
	j.v.: 2	0	0	
	frosh: 0	0	0	
	other: 0	0	0	
	total: 6	1	14 ÷ 51 =	30% 27.5%
BOYS	varsity: 5	0	0	
	j.v.: 2	0	0	
	frosh: 0	0	0	
	other: 0	0	0	
	total: 7	0	0	

- 1) Calculate the number of interscholastic teams offered for girls at each competitive level (for example, varsity, junior varsity, and freshman levels).
- 2) Calculate the number of interscholastic teams that have been added in the last five years at each competitive level.
- 3) Determine the total number of participants that are currently on the teams that were added in the last five years.
- 4) Calculate the percentage of participants that have been added in the last five years. For example, if girls' varsity soccer (22 participants), junior varsity soccer (18 participants), junior varsity golf (8 participants), and freshman softball (15 participants) have been added in the last five years, then 63 participation opportunities have been added for girls. If the total number of female participants in the program is 300 (taken from Form T-1, Column 4), then 21% of the current opportunities (63 of 300) have been added in the last five years. Note: The total number of male/female participants should be the same as Column 4 on Summary Program Chart 1 on Form T-1.

Note: If the percentage of current female 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. The count shall be taken on the first day of competition for students that are officially members of the team.

Signature: Mark Johnson Date: 4-2-01

**ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 4**

Levels of Competition Test One

Team Levels	GIRLS	BOYS
Total Number of Athletics Participants in All Levels	5146	9674
1. Number of Varsity Teams Offered	4	5
2. Number of Participants on all Varsity Teams	46	68
3. Percentage of Total Varsity Participants By Sex	90% + 0%	71% + 0%
4. Number of Junior Varsity Teams Offered	1	2
5. Number of Participants on all Junior Varsity Teams	5	28
6. Percentage of Total Junior Varsity Participants By Sex	10% + 0%	29% + 0%
7. Number of Freshman Teams Offered	0	0
8. Numbers of Participants on all Freshman Teams	0	0
9. Percentage of Total Freshman Participants By Sex	0	0

- 1) Determine the number of teams at the varsity, junior varsity, and freshman levels for boys and girls. (#1, 4, 7)
- 2) Determine the total number of participants for boys and girls at each competitive level. (#2, 5, 8)
- 3) Calculate the percentage of female and male participants at each level. (3, 6, 9)
Example: Take the total number of female participants from the Summary Program Chart 1 (Form T-1) and divide it into the number of total participants for each varsity, junior varsity and freshman level. Perform the same calculation for male participants. For example, if there are a total of 300 female participants, and 180 girls are on varsity teams, 80 girls on junior varsity teams, and 40 girls on freshman teams, then 60% of girls' participation opportunities are at the varsity level (180 divided by 300), 27% are at the junior varsity level (80 divided by 300), and 13% are at the freshman level (40 divided by 300). If there are a total of 400 male participants, and 250 participate at the varsity level, 100 boys participate on junior varsity teams, and 50 boys participate on freshman teams, then 63% of boys participate at the varsity level (250 divided by 400), 25% compete at the junior varsity level (100 divided by 400), and 13% compete at the freshman level (50 divided by 400).

Signature: Mark Johnson Date: 4-2-01

Kentucky High School Athletic Association

Memorandum

To: Superintendent and Principal

From: Louis Stout, Commissioner 

Date: December 8, 2000

Subject: **Required Title IX Forms
2000-2001 School Year**

The Kentucky High School Athletic Association, with the approval of the Kentucky Department of Education, has finalized the 2000-2001 Title IX plans for KHSAA member schools.

With your 1999-2000 Title IX submission, all schools have now completed the initial Title IX Audit Review. It is our opinion that this 2000-2001 update, and submission of certain forms, will adequately supplement your schools' efforts to be in compliance with Title IX.

Enclosed please find a copy of the required forms to be submitted, with appropriate signatures, to the KHSAA not later than April 15, 2001.

- ✓ 1. Form GE-19 (KHSAA Annual Verification of Title IX Procedures)
- ✓ 2. Forms T-1 through T-4 (Summary Forms for Determining Students Interests and Abilities)
- ✓ 3. Form T-41 (Checklist for the Overall Interscholastic Athletics Program)
- ✓ 4. Form T-60 (Updated Corrective Action Plan)
- ✓ 5. Form T-63 (Summary of the Interscholastic Student Interest Survey)

A re-cap of the KHSAA requirements for Title IX are as follows:

1. Gender Equity Review Committees shall be in place to address local concerns and meet a minimum of three times each year with minutes of the meetings kept in the school's Title IX File. The committee shall monitor progress with regard to the school's Corrective Action Plan goals and address Title IX issues at the school.
2. Schools need to keep their permanent Title IX File current to include copies of all information submitted to the KHSAA.
3. Schools must currently conduct, a Student Interest Survey (Form T-61), on an annual basis. Student Interest Surveys must be kept on file for the previous two years and may be examined by the visiting KHSAA Audit Team. The Student Interest Surveys shall include students in Grades 9, 10 and 11. Grade 12 may be included as well. Grade 8 students may also be included if they are in middle schools that feed into the high school.

The KHSAA Audit Team members will continue to visit 20% of the membership this year to assist schools with their compliance program. The KHSAA Annual Delegate Assembly Meeting scheduled for January 9, 2001 will once again include a workshop on Title IX requirements and current issues.

The KHSAA remains available at any time to assist you with this important project.



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
ANNUAL VERIFICATION OF TITLE IX PROCEDURES**
(To be submitted by April 15, 2001 along with other required forms)

The FLEMING NEON High School, FLEMING NEON, 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 Title 20, U.S.C. Titles 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, and to the best of my knowledge have completed the following tasks. (All boxes must be checked)

Established a gender equity committee at the high school. (list committee personnel provide attachment if necessary)

Name	Address	Phone	Title
TERRY STURGILL		(606) 855-7597	PRINCIPAL
MARK JOHNSON		" " "	Ath. Director
Cheryl FURBY		" " "	Volleyball-Softball
J.J. WRIGHT		" " "	Football-Baseball

Scheduled a minimum of three meetings during the 2000-2001 school year on the following dates:

- Sept. 13th 2000 - Review of programs
- JAN. 29th 2001 - Progress Report
- April 4th 2001 - Next Years Improvements

Designated the following person as the Title IX coordinator for the school:

MARK JOHNSON Ath. Director Fleming Neon High
Box 367 Neon, KY 41840 (606) 855-7597
 Name Title Address Phone

School personnel is 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.

Terry Sturgill (School Authorized Signature) Principal Position (Principal, Designated Rep) 4-4, 20 01 (Date)

William King (Superintendent Signature) _____ (School Board Chairperson)

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

**ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART I**

Participation Opportunities Test One

Program	Enrollment (1)	Percentage of Total Enrollment (3)	Number of Interscholastic Participants (double and triple count) (4)	Percent of Total Participation (5)
GIRLS	130	46%	46	35%
BOYS	152	54%	74	48%
Totals (2)	282	100%	120	100%

Instructions:

*Number of 8th grade students & below used in Column 4 calculations if applicable: _____

- Determine the total number of girls enrolled.
Determine the total number of boys enrolled.
- Add the total number of girls and boys enrolled to determine total enrollment.
- Calculate the percentage of total enrollment that is female. Calculate the percentage of total enrollment that is male.
- Ask the head coaches to review the most updated eligibility or squad lists for their teams. Ask coaches to confirm the names of those individuals who are on the team as of the first date of competition, and cross out the names of those who were cut from the team or quit the team prior to the first competitive event. Determine the total number of interscholastic athletics participants that are girls. 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 or cheerleaders). 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 they participate in. If applicable, please asterisk the above notation as to how many 8th grade students & below are included.
- Calculate the percentage of female participation (Column 1) based on information from (Column 4).

Calculate the percentage of male participation (Column 1) based on information from (Column 4).

Note: While being within three percent is not a formal compliance standard; if the percent listed in Column 5 is within 3% of Column 3, then it provides a good target within which compliance is likely.

Signature: Mark Johnson Date: 4-2-01

ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 2

Participation Opportunities Test Two

Program	Number of Teams Currently Offered (1)	Number of Teams Added in Last Five Years (2)	Number of Participants Added in Last Five Years (3)	Percent of Total Participation By Sex (4)
GIRLS	varsity: 4	1	14	30%
	j.v.: 2	0	0	
	frosh: 0	0	0	
	other: 0	0	0	
	total: 6	1	14	30%
BOYS	varsity: 5	0	0	
	j.v.: 2	0	0	
	frosh: 0	0	0	
	other: 0	0	0	
	total: 7	0	0	

- 1) Calculate the number of interscholastic teams offered for girls at each competitive level (for example, varsity, junior varsity, and freshman levels).
- 2) Calculate the number of interscholastic teams that have been added in the last five years at each competitive level.
- 3) Determine the total number of participants that are currently on the teams that were added in the last five years.
- 4) Calculate the percentage of participants that have been added in the last five years. For example, if girls' varsity soccer (22 participants), junior varsity soccer (18 participants), junior varsity golf (8 participants), and freshman softball (15 participants) have been added in the last five years, then 63 participation opportunities have been added for girls. If the total number of female participants in the program is 300 (taken from Form T-1, Column 4), then 21% of the current opportunities (63 of 300) have been added in the last five years. Note: The total number of male/female participants should be the same as Column 4 on Summary Program Chart 1 on Form T-1.

Note: If the percentage of current female 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. The count shall be taken on the first day of competition for students that are officially members of the team.

Signature: Mark Johnson Date: 4-2-01

ACCOMMODATION OF INTERESTS AND ABILITIES

SUMMARY PROGRAM CHART 3

Participation Opportunities Test Three

If girls are underrepresented in the interscholastic athletics program, answer the following questions for girls only. If boys are underrepresented in the interscholastic athletics program, answer the following questions for boys only.	GIRLS		BOYS
1. Is there an intramural team offered in a sport not now available in the interscholastic athletics program? (YES or NO)	NO		
2. For a sport <u>not</u> currently offered, is there sufficient interest to form a viable interscholastic team based on participation on an intramural team or community recreation teams? (YES or NO)	NO		
3. For a sport currently offered, is there enough interest to form a viable team for a junior varsity, freshman, or other interscholastic level that is not currently offered? (YES or NO)	NO		
4. If you answered yes to question one, two, <u>or</u> three, are there enough other high schools in your school's normal competitive region offering the sport and competitive level of sport to constitute enough competition for a reasonable competitive schedule? (YES or NO)			

Signature: Mark Johnson Date: 4-2-01

ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 4

Levels of Competition Test One

Team Levels	GIRLS	BOYS
Total Number of Athletics Participants in All Levels	46	74
1. Number of Varsity Teams Offered	4	5
2. Number of Participants on all Varsity Teams	46	68
3. Percentage of Total Varsity Participants By Sex	100%	91%
4. Number of Junior Varsity Teams Offered	1	2
5. Number of Participants on all Junior Varsity Teams	5	28
6. Percentage of Total Junior Varsity Participants By Sex	11%	38%
7. Number of Freshman Teams Offered	0	0
8. Numbers of Participants on all Freshman Teams	0	0
9. Percentage of Total Freshman Participants By Sex	0	0

- 1) Determine the number of teams at the varsity, junior varsity, and freshman levels for boys and girls. (#1, 4, 7)
- 2) Determine the total number of participants for boys and girls at each competitive level. (#2, 5, 8)
- 3) Calculate the percentage of female and male participants at each level. (3, 6, 9)
 Example: Take the total number of female participants from the Summary Program Chart 1 (Form T-1) and divide it into the number of total participants for each varsity, junior varsity and freshman level. Perform the same calculation for male participants. For example, if there are a total of 300 female participants, and 180 girls are on varsity teams, 80 girls on junior varsity teams, and 40 girls on freshman teams, then 60% of girls' participation opportunities are at the varsity level (180 divided by 300), 27% are at the junior varsity level (80 divided by 300), and 13% are at the freshman level (40 divided by 300). If there are a total of 400 male participants, and 250 participate at the varsity level, 100 boys participate on junior varsity teams, and 50 boys participate on freshman teams, then 63% of boys participate at the varsity level (250 divided by 400), 25% compete at the junior varsity level (100 divided by 400), and 13% compete at the freshman level (50 divided by 400).

Signature: Mark Johnson Date: 4-2-01

2000-2001 KHSAA TITLE IX ATHLETICS AUDIT

Checklist - Overall Interscholastic Athletics Program

Areas of Compliance	ADVANTAGE TO		
	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM (Compliance)
Equipment and Supplies			✓
Scheduling of Games and Practice Time			✓
Travel and Per Diem Allowances			✓
Coaching			✓
Locker Rooms, Practice and Competitive Facilities			✓
Medical and Training Facilities and Services			✓
Publicity		✓	
Support Services			✓
Athletic Scholarships**			
Tutoring**			
Housing and Dining Facilities and Services**			
Recruitment of Student Athletes**			

** Athletic scholarships, tutoring specifically for athletes, housing and dining facilities and services, and recruitment of student athletes are usually not relevant at the high school level.

Signature: Mark Johnson Date: 4-2-01

School Year: 2000-01
 Signature: Mark Johnson
 Date: 4-2-01

**TITLE IX
 CORRECTIVE ACTION PLAN**

To utilize this form indicate the intended area which needs corrective action and the suggested change time table for implementation. You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April 15, 2001.

ITEM FOR CORRECTION	SUGGESTED CHANGE	TIME TABLE FOR CORRECTIVE ACTION
Publicity for Volleyball team and season.	Provide schedules for Volleyball team.	Beginning of 2001-02 school year.
Attempt to add A Girls Golf team	Have a special event during a game. Have female members playing Golf.	2001-2002

INTERSCHOLASTIC ATHLETICS SURVEY Summary Of Student Responses

Instructions:

1. Summarize the Student Athletics Interest Surveys 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 the Summary Form (T-64) and mail the Summary Form only to the KHSAA by April 15, 2001. Do not mail the original.

Date: 4-2-01
Completed By: Mark Johnson

Fall Sports (List Total Number of Participation Responses)

21 Football
12 Girls' Volleyball
1 Boys' Volleyball
1 Boys' Cross-Country
2 Girls' Cross-Country
1 Girls' Field Hockey
1 Boys' Golf
2 Girls' Golf
8 Boys' Soccer
10 Girls' Soccer

Winter Sport (List Total Number of Responses)

21 Boys' Basketball
10 Girls' Basketball
3 Boys' Swimming & Diving
12 Girls' Swimming & Diving
11 Boys' Wrestling
9 Girls' Gymnastics
7 Boys' Indoor Track
7 Girls' Indoor Track

Spring Sport (List Total Number of Responses)

9 Boys' Track
6 Girls' Track
11 Girls' Tennis
3 Boys' Tennis
9 Girls' Slow Pitch Softball
9 Girls' Fast Pitch Softball
25 Boys' Baseball

Other Sports (From Survey Question 10)

Name of Sport	Number of Students Interested In Participating
Boxing	
Paintball	2
Water polo	2
Fishing	1
Lacrosse	1
Bicycling	1
Crickit	1

Number of Students who participate in Intramural Sports. (From Survey Question 5)

Sport	Number
Basketball	19
Softball	9

List Intramural Sports students are interested in adding: (From Survey Question 6)

Sport	Number
BASKETBALL	
SWIMMING	3
Soccer	5
Tennis	5
Flag football	2

Participation in Non-School Sports Activities (From Survey Question 7)

Sport	Number
Paintball	5
Weightlifting	16
Tennis	3
Hunting	3
Bowling	2

Reasons for not participating in interscholastic athletics. (From Survey Question 8)

Response	Number
<u>0</u> I prefer other activities such as band, chorus, etc.	
<u>8</u> I don't have time	
<u>0</u> The practice schedules and game times are inconvenient	
<u>10</u> The sport I like isn't offered	
<u>0</u> It's too expensive	
<u>1</u> I prefer to participate in club or intramural sports	
<u>2</u> Working	
<u>4</u> Other	

Student Suggestions to encourage participation

LESS PRACTICE TIME
PROVIDE TRANSPORTATION HOME FROM PRACTICE & GAMES
DIFFERENT COACHES
MORE PEP RALLIES FOR DIFFERENT SPORTS
MORE INFORMATION ON TRYOUTS

Mark Johnson
Signature

4-2-01
Date