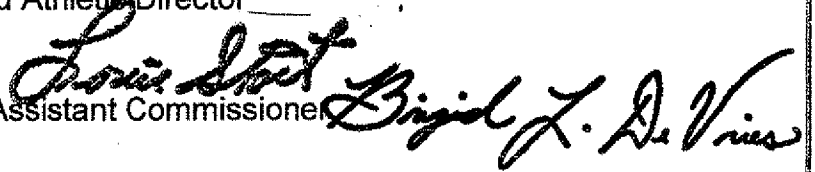


# Kentucky High School Athletic Association

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 *(Signature)*  
Brigid L. Devries, Executive Assistant Commissioner *B.L.D.*

Date: May 30, 2001

RE: 2001 Title IX Forms Submission

School Madison Southern Reviewed By *Louis L. Stout*

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.  
*T-1 T-4 (all attached). Please place this corrected information in your file. No further action necessary. I asked you how this participation on your equity committee; is there a reason there are no student representatives?*
- C.  The following forms were omitted and must be submitted by school representatives.

D.  Other Recommendation and Comments:

*All materials or information requested as a result of the October 31, 2000 audit visit has been submitted in satisfactory condition.*

*Thanks for all your hard work.*

**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	355	47%	132	39%
BOYS	395	53%	210	61%
Totals (2)	750	100%	100%	100%

3/2

**Instructions:**

- 1) Determine the total number of girls enrolled.  
Determine the total number of boys enrolled.
- 2) Add the total number of girls and boys enrolled to determine total enrollment.
- 3) Calculate the percentage of total enrollment that is female. Calculate the percentage of total enrollment that is male.
- 4) 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.
- 5) Calculate the percentage of female participation (column 1) based on information from (column 4).  
Calculate the percentage of male enrollment (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 Robin Beck

Date: 3/21/01

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

**Levels of Competition Test One**

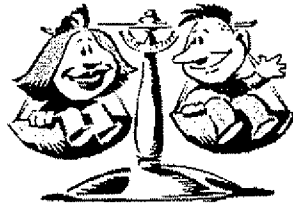
Team Levels	GIRLS	BOYS
<b>Total Number of Athletics Participants in All Levels</b>		
<b>1. Number of Varsity Teams Offered</b>	7	8
<b>2. Number of Participants on all Varsity Teams</b>	68 <sup>51.5</sup>	92
<b>3. Percentage of Total Varsity Participants By Sex</b>	42%	58% <sup>43.8</sup>
<b>4. Total Number of Male Participants At All Levels</b>	132	210
<b>5. Number of Junior Varsity Teams Offered</b>	6	5
<b>6. Number of Participants on all Junior Varsity Teams</b>	57	76
<b>7. Percentage of Total Junior Varsity Participants By Sex</b>	43%	57% <sup>36.1</sup>
<b>8. Number of Freshman Teams Offered</b>	1	3
<b>9. Numbers of Participants on all Freshman Teams</b>	7 <sup>5.3</sup>	42
<b>10. Percentage of Total Freshman Participants By Sex</b>	15%	85% <sup>20.0</sup>

- 1) Determine the number of teams at the varsity, junior varsity, and freshman levels for boys and girls. (#1, 5, 8)
- 2) Determine the total number of participants for boys and girls at each competitive level. (#2, 6, 9)
- 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 level, varsity, junior varsity and freshman levels. 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: Robert Beck Date: 3/21/01

original to KHSAA

MANISOU SOUTHERN



APR 02 2001

# KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION

## TITLE IX

### MEMBER SCHOOLS 2000-2001 ANNUAL REPORT FORMS

Mail to:

KHSAA  
2280 Executive Dr  
Lexington, KY 40505

Submitted to KHSAA  
By April 15, 2001

ATT: TITLE IX

# 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.

**MADISON SOUTHERN HIGH SCHOOL  
ATHLETIC/GENDER EQUITY COMMITTEE  
PREAMBLE AND BY-LAWS**

**PREAMBLE**

The Athletic/Gender Equity Committee shall provide oversight for the Athletic Department and shall establish policy as necessary and proper to meet the needs of the student athletes at Madison Southern High School.

**BY-LAWS**

- I. The Athletic/Gender Equity Committee of Madison Southern High School will be composed of the following:
- |  |                                |
|--|--------------------------------|
| 1) Athletic Director/Chairman          | 6) Ten (10) parents            |
| 2) High School Principal               | 7) One (1) Community Leader    |
| 3) All Head Coaches                    | 8) One (1) SBDM Council Member |
| 4) One (1) Teacher (appt. by A.D.)     | 9) One (1) Board Member        |
| 5) One (1) Middle School Administrator |                                |
- The Committee shall represent gender equity and racial balance.
- II. The Madison Southern High School Athletic Director will be chairman of the committee. The Community Leader will have a one year term. Parent members must have a student athlete to serve on the committee.
- III. The Athletic/Gender Equity Committee shall meet three (3) times each year, in the fall, winter, and summer. Special meetings can be called by the chairman.
- IV. Minutes of each meeting are to be sent to each Committee member within two (2) weeks of the last meeting date.
- V. The regular meeting agenda is to be prepared by the Athletic Director and must have a Financial Statement for review.
- VI. Athletic/Gender Equity Committee members are to be made aware of the next meeting, via the mail, one week prior to it's set date and time.
- VII. The Athletic/Gender Equity Committee shall be a standing SBDM Committee as approved by the SBDM Council.
- VIII. To amend the By-Laws requires a 2/3 vote of all members of the committee.

The Athletic/Gender Equity Committee in no way supersedes the Board of Education or SBDM Council. The primary function of the committee is to see that the policies and regulations that are approved by the Madison County Board of Education and the SBDM Council are carried out.



## GENDER EQUITY/ATHLETIC COMMITTEE 2000-2001

### MEMBERS

#### Parents

Ed Alcorn  
Lothar Bauman  
Steve Connelly  
Patricia Cruise  
Mike Devere  
Jeff Eisenbarth  
Doug Fritz  
Mary Pruitt  
Alvin VanWinkle  
Bill Wren

#### Community Leaders

Fred Williams

#### Administrators

Robert Beck, Madison Southern  
Barbara Disney, Madison Southern  
Gary Tyree, Foley Middle School

#### Coaches

Harold Borders  
Corbin Brown  
Dan Bryant  
Shane Buttry  
Doug Carter  
Lisa Caudill  
David Gilliam  
Laura Hazelwood  
Margaret King  
John Lovell  
Doug Sallee  
Lorretta Seals  
Angela Sowers  
Marilyn Williams



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

The Madison Southern High School, Berea, 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
Bob Beck	213 Glades Rd. Berea	859 986 8424	Athletic Director
Barbara Disney	213 Glades Rd. Berea	859 986 8424	Principal
ALL Head Coaches - Doug Carter - Corbin Brown - Doug Sallee - David Gilliam			
Shane Buttry - John Lovell - Marilyn Williams - Angela Sowers - Margaret King			
Dan Bryant.			
Gary Tyree	211 Glades Rd		asst Principal middle school
10 parents (see list)			

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

Sept 2000  
Oct 2000  
April 2001

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

<u>Bob Beck</u>	<u>Athletic Director</u>	<u>213 Glades Rd Berea Ky 40403</u>	<u>859-986-8424</u>
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.

Robert Beck Athletic Director 3/21/01, 20  
(School Authorized Signature) Position (Principal, Designated Rep) (Date)

Shirley Marshall Carol Whitlock  
(Superintendent Signature) (School Board Chairperson)

**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	355	47%	132	39%
BOYS	395	53%	210	61%
Totals (2)	750	100%	100%	100%

Instructions:

- 1) Determine the total number of girls enrolled.  
Determine the total number of boys enrolled.
- 2) Add the total number of girls and boys enrolled to determine total enrollment.
- 3) Calculate the percentage of total enrollment that is female. Calculate the percentage of total enrollment that is male.
- 4) 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.
- 5) Calculate the percentage of female participation (column 1) based on information from (column 4).  
  
Calculate the percentage of male enrollment (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 Ronan Beach Date: 3/21/01

**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: 7	1 Soccer	18	13%
	j.v.: 5	1 Soccer	12	9%
	frosh: 1	0	0	0
	other: 0	0	0	0
	total: 0	0	0	0
BOYS	varsity: 8	- 0 -	- 0 -	0
	j.v.: 6	- 0 -	- 0 -	0
	frosh: 3	- 0 -	- 0 -	0
	other: 1	- 0 -	- 0 -	0
	total: 1	- 0 -	- 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 item 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:  Date: 3/21/01

**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		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)	Possible addition of V:ileyball		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		No
4. If you answered yes to question one, two, or 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)	Yes		No <del>Yes</del>

Signature: Robert Beecher

Date: 3-21-01

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

**Levels of Competition Test One**

Team Levels		
Total Number of Athletics Participants in All Levels	GIRLS	BOYS
1. Number of Varsity Teams Offered	7	8
2. Number of Participants on all Varsity Teams	68	92
3. Percentage of Total Varsity Participants By Sex	42%	58%
4. Total Number of Male Participants At All Levels		210
5. Number of Junior Varsity Teams Offered	6	5
6. Number of Participants on all Junior Varsity Teams	57	76
7. Percentage of Total Junior Varsity Participants By Sex	43%	57%
8. Number of Freshman Teams Offered	1	3
9. Numbers of Participants on all Freshman Teams	7	42
10. Percentage of Total Freshman Participants By Sex	15%	85%

- 1) Determine the number of teams at the varsity, junior varsity, and freshman levels for boys and girls. (#1, 5, 8)
- 2) Determine the total number of participants for boys and girls at each competitive level. (#2, 6, 9)
- 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 level, varsity, junior varsity and freshman levels. 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).

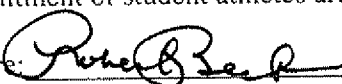
Signature:  Date: 3/21/01

## 2000-2001 KHSAA TITLE IX ATHLETICS AUDIT

### Checklist - Overall Interscholastic Athletics Program

Areas of Compliance	ADVANTAGE TO		
	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM (Compliance)
Opportunities			
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**			N/A
Tutoring**			N/A
Housing and Dining Facilities and Services**			N/A
Recruitment of Student Athletes**			N/A

\*\* 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: 

Date: 3/21/01

School Year: 2000 - 2001  
 Signature: Michael Beale  
 Date: 3/21/01

### 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
1. More participation by the female populations of Madison Southern.	Possible to add Volleyball. Get an intramural program for girls only.	By Summer 2001
2. Prime time available to female athletes.	Double headers in Soccer and basketball. Boy and girls alternating times. At least 3 soccer matches and 4 basketball games.	By seasons of each sport by 2002
3. Finer stands for softball and tennis.	This summer complete all construction.	Summer 2001



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: 3/16/01  
Completed By: Robert Beach

Fall Sports (List Total Number of Participation Responses)

118 Football  
121 Girls' Volleyball →\*  
32 Boys' Volleyball  
22 Boys' Cross-Country  
30 Girls' Cross-Country  
41 Girls' Field Hockey  
38 Boys' Golf  
16 Girls' Golf  
42 Boys' Soccer  
84 Girls' Soccer

Winter Sport (List Total Number of Responses)

112 Boys' Basketball  
54 Girls' Basketball  
22 Boys' Swimming & Diving  
68 Girls' Swimming & Diving  
52 Boys' Wrestling  
82 Girls' Gymnastics  
22 Boys' Indoor Track  
22 Girls' Indoor Track

Spring Sport (List Total Number of Responses)

48 Boys' Track  
42 Girls' Track  
102 Girls' Tennis  
26 Boys' Tennis  
81 Girls' Slow Pitch Softball  
72 Girls' Fast Pitch Softball  
107 Boys' Baseball

Other Sports (From Survey Question 10)

Name of Sport	Number of Students Interested In Participating
Lacrosse	6
Hockey	8
Swimming	26

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

Sport	Number
Basketball	137
Volleyball	61

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

Sport	Number
Softball	17
Baseball	29

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

Sport	Number
Softball	46
Baseball	53
Basketball	74
soccer	27

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

Response	Number
----------	--------

- 175 I prefer other activities such as band, chorus, etc.
- 50 I don't have time
- 20 The practice schedules and game times are inconvenient
- 25 The sport I like isn't offered
- 15 It's too expensive
- 7 I prefer to participate in club or intramural sports
- 77 Working
- 67 Other  
don't want to / don't like coach /

Student Suggestions to encourage participation

Play for fun / during school time / give a grade..


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Signature

3/16/01  
Date