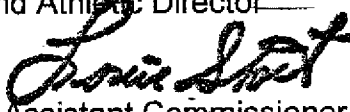


# Kentucky High School Athletic Association

To: Superintendent, Principal, and Athletic Director

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



Date: May 29, 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 *LS*  
Brigid L. Devries, Executive Assistant Commissioner *B.L.D.*

Date: May 25 2001

RE: 2001 Title IX Forms Submission

School Paducah Tilghman Reviewed By Danny 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:

- |   |  |
|---|--|
| <input checked="" type="checkbox"/> GE 19 (Annual Verification)   | <input type="checkbox"/> T-4 (Summary Program Chart 4)                                 |
| <input checked="" type="checkbox"/> T-1 (Summary Program Chart 1) | <input checked="" type="checkbox"/> T-41 (Checklist - Overall Interscholastic Program) |
| <input checked="" type="checkbox"/> T-2 (Summary Program Chart 2) | <input checked="" type="checkbox"/> T-60 (Corrective Action Plan)                      |
| <input checked="" type="checkbox"/> T-3 (Summary Program Chart 3) | <input checked="" type="checkbox"/> 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-4)

- C.  The following forms were omitted and must be submitted by school representatives.

- D.  Other Recommendation and Comments:

While the school may want to add 2 girls teams as indicated on its Corrective Action Plan, it should be reminded that the number of teams offered for girls does not have to equal the number of boys' teams. However, adding girls' teams will increase overall opportunities for female students. If the school is attempting to meet the numbers test, it would need to add approximately 50 opportunities for female students. The school may want to add some of these opportunities at the freshman level.

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

Levels of Competition Test One

343

Team Levels		
Total Number of Athletics Participants in All Levels	GIRLS	BOYS
1. Number of Varsity Teams Offered	10	11
2. Number of Participants on all Varsity Teams	142	201
3. Percentage of Total Varsity Participants By Sex	41.4% X	58.6% X
4. Total Number of Male Participants At All Levels	195	290
5. Number of Junior Varsity Teams Offered	5	5
6. Number of Participants on all Junior Varsity Teams	53	59
7. Percentage of Total Junior Varsity Participants By Sex	47.3% X	52.7% X
8. Number of Freshman Teams Offered	2	3
9. Numbers of Participants on all Freshman Teams	0	30
10. Percentage of Total Freshman Participants By Sex	0% X	100% X

69.3%  
20.3%  
10.3%

- Determine the number of teams at the varsity, junior varsity, and freshman levels for boys and girls. (#1, 5, 8)
- Determine the total number of participants for boys and girls at each competitive level. (#2, 6, 9)
- 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: Ad Davis Date: 4/18/01

School Year: 2000-2001  
Signature: [Signature]  
Date: 4/18/01

### 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
<p>Number of varsity sports not equivalent</p> <p><i>not to be done as per previous audit. 3 sports are to be done - Prest. Basketball Next, volleyball or equivalent for 2001</i></p>	<p>Develop an action plan which will yield 2 additional female varsity sports</p> <p><i>JL</i></p>	<p>Girls' KHSAA Sanctioned volleyball team has been established one year ahead of schedule. The season will begin July, 2001.</p> <p><i>good!</i></p>



# *Paducah Tilghman High School*

2400 WASHINGTON STREET  
PADUCAH, KY 42003  
TELEPHONE  
(270) 444-5650  
FAX  
(270) 444-5659

**Art Davis**

*Assistant Principal/Athletic Director*

**APR 23 2001**

To Whom It May Concern:

The school board chairman was out of town when the Title IX required forms were completed. The package was sent to KHSAA with all authorized signatures except the school board chairperson. I am faxing a copy of the GE19 form with the school board chairman signature. The hard copy has been mail to the KHSAA office.

**Art Davis**

A handwritten signature in cursive script that reads "Art Davis".

**Athletic Director**



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

The \_\_\_\_\_ High School, \_\_\_\_\_, 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

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

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

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.

\_\_\_\_\_, 20\_\_\_\_  
(School Authorized Signature) Position (Principal, Designated Rep) (Date)  
\_\_\_\_\_  
(Superintendent Signature) (School Board Chairperson)

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

DADUCHAH

TILGHMAN

**KENTUCKY HIGH SCHOOL  
ATHLETIC ASSOCIATION**

**TITLE IX**

**MEMBER SCHOOLS  
2000-2001 ANNUAL REPORT  
FORMS**

**Submitted to KHSAA  
By April 15, 2001**

School Year: 2000 - 2001  
 Signature: Art D...  
 Date: 4/18/01

### 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
Number of varsity sports not equivalent	Develop an action plan which will yield 2 additional female varsity sports	Girls' KHSAA Sanctioned volleyball team has been established one year ahead of schedule. The season will begin July, 2001.





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

The Paducah Tilghman High School, Paducah, 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
Lyman Brown	2401 Washington	(270) 444-5600	Board of Director
Michelle Schooley	"	" 444-5657	Teacher
Dennis Jackson	"	" 444-5600	Personnel
Art Davis	"	" 444-5657 ext 5657	A.D. / Director
Tom Balloune	"	" 444-5650	District Title IX Coord

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

Aug 10, 2000  
Jan 10, 2001  
Jun 5, 2001

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

Tom Balloune (Board of Ed. Special Program) (270) 444 5600  
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.

Art Davis  
(School Authorized Signature)

Designated Rep  
Position (Principal, Designated Rep)

4/18, 2001  
(Date)

Tom Balloune  
(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	380	51.7%	195	40.2
BOYS	355	48.2%	290	59.8
Totals (2)	735	100%	100%	100%

485

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: Art Davis Date: 4/18/01

**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: 10	1	None	None
	j.v.: 5	None	None	None
	frosh: 2	None	None	None
	other:	None	None	None
	total: 15	None	None	None
BOYS	varsity: 11	None	None	None
	j.v.: 5	None	None	None
	frosh: 3	None	None	None
	other: 0	None	None	None
	total: 19	None	None	None

- 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: AD Davis Date: 4/18/01

ACCOMMODATION OF INTERESTS AND ABILITIESSUMMARY PROGRAM CHART 3Participation 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)	Yes - Volleyball		No
2. For a sport not 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)	Yes Volleyball		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)	Yes - girls Basketball Freshman		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

Signature: \_\_\_\_\_



Date: \_\_\_\_\_

4/10/01

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

Levels of Competition Test One

343

Team Levels		
Total Number of Athletics Participants in All Levels	GIRLS	BOYS
1. Number of Varsity Teams Offered	10	11
2. Number of Participants on all Varsity Teams	142	201
3. Percentage of Total Varsity Participants By Sex	41.4%	58.6%
4. Total Number of Male Participants At All Levels	195	290
5. Number of Junior Varsity Teams Offered	5	5
6. Number of Participants on all Junior Varsity Teams	53	59
7. Percentage of Total Junior Varsity Participants By Sex	47.3%	52.7%
8. Number of Freshman Teams Offered	2	3
9. Numbers of Participants on all Freshman Teams	0	30
10. Percentage of Total Freshman Participants By Sex	0%	100%

- 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: Ad Davis Date: 4/18/01

**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**			✓
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: \_\_\_\_\_

*Handwritten Signature*

Date: \_\_\_\_\_

*4/18/01*

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: 4/18/01  
Completed By: [Signature]

Fall Sports (List Total Number of Participation Responses)

123 Football  
86 Girls' Volleyball  
10 Boys' Volleyball  
9 Boys' Cross-Country  
18 Girls' Cross-Country  
10 Girls' Field Hockey  
20 Boys' Golf  
9 Girls' Golf  
37 Boys' Soccer  
51 Girls' Soccer

Winter Sport (List Total Number of Responses)

87 Boys' Basketball  
50 Girls' Basketball  
10 Boys' Swimming & Diving  
29 Girls' Swimming & Diving  
26 Boys' Wrestling  
52 Girls' Gymnastics  
77 Boys' Indoor Track  
       Girls' Indoor Track

Spring Sport (List Total Number of Responses)

71 Boys' Track  
56 Girls' Track  
39 Girls' Tennis  
22 Boys' Tennis  
35 Girls' Slow Pitch Softball  
30 Girls' Fast Pitch Softball  
63 Boys' Baseball

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

Response	Number
<u>55</u> I prefer other activities such as band, chorus, etc.	
<u>95</u> I don't have time	
<u>24</u> The practice schedules and game times are inconvenient	
<u>18</u> The sport I like isn't offered	
<u>11</u> It's too expensive	
<u>19</u> I prefer to participate in club or intramural sports	
<u>78</u> Working	
<u>41</u> Other	

Student Suggestions to encourage participation

none

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Signature

4/18/01  
Date