
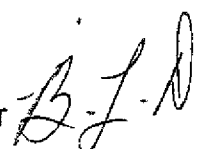


Kentucky High School Athletic Association

To: Superintendent, Principal, and Athletic Director

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

Date: May 23, 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.

ACCOMMODATION OF INTERESTS AND ABILITIES

KHSAA Form No. T1
Rev. 12/00

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	99	46%	42	$42 \div 99 = 35.9\%$
BOYS	116	54%	75	$75 \div 117 = 64.1\%$
Totals (2)	215	100%	100%	100%

Instructions:

- 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.
- 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: Andrew W. Couch Date: 4/13/01

**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	5	6
2. Number of Participants on all Varsity Teams	48	95
3. Percentage of Total Varsity Participants By Sex	89	79
4. Total Number of Male Participants At All Levels	N/A	75
5. Number of Junior Varsity Teams Offered	3	4
6. Number of Participants on all Junior Varsity Teams	40	41
7. Percentage of Total Junior Varsity Participants By Sex	95	55
8. Number of Freshman Teams Offered	1	0
9. Numbers of Participants on all Freshman Teams	10	0
10. Percentage of Total Freshman Participants By Sex	24	N/A

- 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: Amnon W. Couch Date: 4/13/01



APR 18 2001

**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
ANNUAL VERIFICATION OF TITLE IX PROCEDURES**

(To be submitted annually by June 30)

The Williamsburg High School, Williamsburg, 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, and to the best of my knowledge

- The above referenced school has established a Gender Equity Committee and completed its tasks as follows
 - Meeting dates during past twelve months 8/25/00 10/20/00 3/12/01
 - Date of next Gender Equity Committee meeting 3/12/01
 - Gender Equity Committee Coordinator Amon Couch
 - Committee members (please print name and title)
Amon W Couch, Principal WHS, Alice Bryant DRP + Special Ed Dir,
Ray Martin Girls' Basketball Coach, Loren Connell Baseball
Coach, Steven Moses Student, Heather Manning - Student
- The above referenced school has a plan in place with a time-table for implementation of any planned changes in offerings.
 - Date of completion of last review of coaching stipends 8/16/00
 - Date of completion of last review of sports budgets 8/16/00
 - Date of completion of last implementation plan 6/30/00
 - Attach timetable for improvement if areas have been identified.
- The above referenced school has monitored the execution of the school's Title IX plan and made periodic reviews of the progress.
 - Date of completion of last self-assessment audit 12/00
- In addition to the above information, the above referenced school maintains a complete permanent file relative to Title IX records including copies of any self-assessment audit and other related materials.

Amon W Couch
(School Authorized Signature)

Principal
Position (Principal, Designated Rep)

4/12/01, 19 01
(Date)

Paul Taler
(Superintendent Signature)

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

**KENTUCKY HIGH SCHOOL
ATHLETIC ASSOCIATION**

TITLE IX

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

**Submitted to KHSAA
By April 15, 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 Williamsburg High School, Williamsburg, 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
<u>Armon Couch</u>			<u>HS Principal</u>
<u>Alice Bryant</u>			<u>DPP - Spec Ed Dir</u>
<u>Ray Martin</u>			<u>Girls' Basketball Coach</u>
<u>Robert Connell</u>			<u>Baseball Coach</u>
<u>Steven Mages</u>			<u>Student</u>
<u>Neather Manning</u>			<u>Student</u>

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

Aug 25, 2000
October 20, 2000
March 12, 2001

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

<u>Armon Couch</u>	<u>Principal</u>	<u>1000 Main Street</u>	<u>(606)549-6044</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.

Armon W Couch
(School Authorized Signature)

Principal
Position (Principal, Designated Rep)

4/13, 2001
(Date)

Paul Galer
(Superintendent Signature)

Carroll Lince
(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	99	46%	42	20%
BOYS	116	54%	75	35%
Totals (2)	215	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: Amos W. Couch Date: 4/13/01

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: 5	0	0	N/A
	j.v.: 3	0	0	N/A
	frosh: 1	0	0	N/A
	other: 0	0	0	N/A
	total: 9	0	0	N/A
BOYS	varsity: 6	0	0	N/A
	j.v.: 4	0	0	N/A
	frosh: 0	0	0	N/A
	other: 0	0	0	N/A
	total: 10	0	0	N/A

- 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: Amor W. Conder Date: 4/13/01

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)	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		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)	N/A		N/A

Signature: Armon W. Cozick Date: 4/10/01

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	5	6
2. Number of Participants on all Varsity Teams	48	95
3. Percentage of Total Varsity Participants By Sex	88	79
4. Total Number of Male Participants At All Levels	N/A	75
5. Number of Junior Varsity Teams Offered	3	4
6. Number of Participants on all Junior Varsity Teams	40	41
7. Percentage of Total Junior Varsity Participants By Sex	95	55
8. Number of Freshman Teams Offered	1	0
9. Numbers of Participants on all Freshman Teams	10	0
10. Percentage of Total Freshman Participants By Sex	24	N/A

- 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: Ammon W. Coe Date: 4/13/01

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			7
Scheduling of Games and Practice Time			7
Travel and Per Diem Allowances			7
Coaching			7
Locker Rooms, Practice and Competitive Facilities			7
Medical and Training Facilities and Services			7
Publicity			7
Support Services			7
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: Simon W. Couch Date: 4/13/01

School Year: 2000-2001
 Signature: Angela M. Powell
 Date: 4/13/01

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>There is no existing or existing variety athletic opportunities that is not available for female students.</p>	<p>The committee has suggested to undergo a study of sports available to female students based on student survey results.</p> <p>Investigate possible intramural options to enhance offering to male and female athletes</p>	<p>The study will begin during the 2001-2002 school year.</p> <p>2001-2002 school year</p>

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: 4/13/01
Completed By: James W. Coulter

Fall Sports (List Total Number of Participation Responses)

32 Football
15 Girls' Volleyball
Boys' Volleyball
10 Boys' Cross-Country
Girls' Cross-Country
Girls' Field Hockey
7 Boys' Golf
Girls' Golf
Boys' Soccer
20 Girls' Soccer

Winter Sport (List Total Number of Responses)

19 Boys' Basketball
20 Girls' Basketball
Boys' Swimming & Diving
10 Girls' Swimming & Diving
Boys' Wrestling
9 Girls' Gymnastics
11 Boys' Indoor Track
10 Girls' Indoor Track

Spring Sport (List Total Number of Responses)

15 Boys' Track
10 Girls' Track
13 Girls' Tennis
Boys' Tennis
Girls' Slow Pitch Softball
10 Girls' Fast Pitch Softball
22 Boys' Baseball

Other Sports (From Survey Question 10)

Name of Sport	Number of Students Interested In Participating
Basketball	7
Football	6
Girls' Soccer	13
Girls' Gymnastics	9
Girls' Track	10
Girls' Tennis	5
Volleyball	7
Swimming	6
Wrestling	5

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

Sport	Number
Basketball	6
Football	23

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

Sport	Number
Soccer	12
Archery	7
Volleyball	9

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

Sport	Number
Basketball	6
Gymnastics	4
Horseback Riding	1
Basketball	17
Football	12
Ballet	5

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

Response	Number
<u>12</u> I prefer other activities such as band, chorus, etc.	
<u>7</u> I don't have time	
<u>15</u> The practice schedules and game times are inconvenient	
<u>5</u> The sport I like isn't offered	
_____ It's too expensive	
_____ I prefer to participate in club or intramural sports	
<u>12</u> Working	
_____ Other	

Student Suggestions to encourage participation

Arnon W. Guel
Signature

4/13/01
Date

Williamsburg High School

SEP 07 2000

September 5, 2000

Mr. Louis Stout, Commissioner
Kentucky High School Athletic Association
Lexington, Kentucky

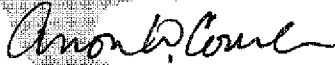
Dear Mr. Stout:

I first want to thank you for giving our school a ten day extension to submit the missing pieces of our Title IX report. Enclosed is the following:

- Individual sport reports for Equipment/Supplies & Travel/Per Diem Benefits
- A new summary report for the total athletic program
- A summary report on the sports survey

If you have any questions, please feel free to contact me: (606) 549-6044, ext. 312.

Sincerely,



Amon W. Couch
Principal, Williamsburg High School

[Click here and type return address and phone and fax numbers]

Company Name Here

*Williamsburg
H.S.*

Fax

To: Mr. Louis Stout, KHSAA	From: Amon W. Couch
Fax: (859) 293-5999	Pages: 3
Phone: (859) 299-5472	Date: 09/06/00
Re: Title IX Addendum	CC:

Urgent
 For Review
 Please Comment
 Please Reply
 Please Recycle

Mr. Stout,

This is the individual sport report for varsity football. I overnight shipped the missing parts of our report to you today, but inadvertently left off the football section. I apologize for this oversight. I wanted to fax this to you so you could have complete info. If you have any questions, please feel free to contact me at (606) 549-6044.

Thanks

Amon W. Couch


Principal/AD Williamsburg HS

Rec'd 8/24/00 PS



Williamsburg Independent School District

Street Phone Number: (606) 549-6044 Fax
 40769 Fax Number: (606) 549-6076
<http://www.wburg.k12.ky.us>



KHSAA

Date: 8/24/00

Number of Pages (including cover sheet): 2

Amon Couch
WHS

ATTN: Phyllis Jallee

Request for extension -

SECURITY NOTE:

This message is legally privileged and confidential and is intended only for the use of the individual or organization named in this message. If you are not the intended recipient, this message is not the intended recipient, and any dissemination, distribution, or reproduction of this message is strictly prohibited. If you have received this message in error, please call the telephone number on the envelope and return the original message to us immediately. Thank you for your cooperation with the United States Postal Service. THANK YOU!

If you do not receive all of the pages transmitted,
 call (606) 549-6044, Ext. 319 immediately. THANK YOU!

1000 Main Street Williamsburg, KY 40769

Williamsburg High School

August 24, 2000

Mr. Louis Stout, Commissioner
KHSAA
2280 Executive Drive
Lexington, KY 40505

Dear Mr. Stout:

My name is Amon W. Couch; I am the new principal of Williamsburg High School. I replaced Tommy Day as the principal and athletic director of this school. I received a letter on Monday from KHSAA explaining that some components of our Title IX report are missing. That date was Monday, August 21, 2000. Upon examining our report, I have noticed some data concerning equipment and team numbers that contradict what is actually the situation. Furthermore, when I called your office today and talked to Ms. Sallee, I learned that Mr. Day had also not turned in data from the student survey.

First and foremost, I want our information that we send you to be accurate. My twenty day grace period to return this to KHSAA is almost over, given the fact that I didn't get the letter until so late into the period. I am writing to formally ask that we be given an extension to get this report revised so that we are as accurate as we can possibly be. As the new principal here I want to make sure that we operate an efficient and accurate program.

Sincerely,



Amon W. Couch
Principal, WHS

*10 days
from Mr. Stout
Deadline was
Sept 7*

Yes