

**KHSAA TITLE IX  
ANNUAL REPORT SUBMISSION  
STATUS REPORT  
2007-2008**

KHSAA  
Form T65  
Revised 3/08

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

FROM: Brigid L. DeVries, Commissioner  
Larry Boucher, Assistant Commissioner

DATE: April 18, 2008

School	Highlands	Reviewed by	Gary W. Lawson
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The following is a status report regarding the required 2007 - 2008 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2008. Appropriate KHSAA Audit Team 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 checked="" type="checkbox"/>	T-35 (Budget Expenses)
<input checked="" type="checkbox"/>	T-1 (Summary Program Chart 1)	<input checked="" type="checkbox"/>	T-36 (Budget Expenses)
<input checked="" type="checkbox"/>	T-2 (Summary Program Chart 2)	<input checked="" type="checkbox"/>	T-41 (Checklist - Overall Interscholastic Program)
<input checked="" type="checkbox"/>	T-3 (Summary Program Chart 3)	<input checked="" type="checkbox"/>	T-60 (Corrective Action Plan)
<input checked="" type="checkbox"/>	T-4 (Summary Program Chart 4)	<input checked="" type="checkbox"/>	T-63 (Interscholastic Survey Results)

II. Status

A.	<input checked="" type="checkbox"/>	2007 - 2008 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:
C.		The following forms were omitted and must be submitted by school representatives:
D.	<input checked="" type="checkbox"/>	According to the 2007-2008 data, the school appears to be meeting the standards established in: <input checked="" type="checkbox"/> Test 1 (Athletic participation is proportionate to enrollment) <input type="checkbox"/> Test 2 (History and continuing practice of program expansion) <input checked="" type="checkbox"/> Test 3 (Full and effective accommodation of interests and abilities)
E.	<input checked="" type="checkbox"/>	Other Recommendation and Comments: <b>In the benefits area, athletic spending is not within acceptable parameters. As documented on the last <u>two</u> annual reports, <u>this continues to be a significant problem. More stringent monitoring appears to be needed in this area.</u></b>



**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION  
2007-2008 ANNUAL VERIFICATION OF TITLE IX PROCEDURES**

KHSAA Form GE19  
Rev.12/07

(To be submitted by April 15, 2008 along with other required forms)

The HIGHLANDS High School, FORT THOMAS, Kentucky  
(Name of High School) (City)

certifies to the Kentucky High School Athletic Association that the following is an accurate and true representation of the facts surrounding compliance with 20 U.S.C. Sections 1681-1688, et. Seq. (also known as Title IX)

**I certify the following provisions in accordance with records at the school contained in the permanent Title IX file, at least one copy of which must be maintained in the Principal's office, and to the best of my knowledge have completed the following tasks.**

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

Name	Address	Phone	Title
(Supt., Principal, Student, Parent, Coach, Etc.)			
ELGIN EMMONS	2400 MEMORIAL PARKWAY	859-815-2600	PRINCIPAL
RITA BYRD	25 N FORT THOMAS AVE	859-815-2011	ASST SUPERINTENDENT
DALE MUELLER	2400 MEMORIAL PARKWAY	859-815-2607	ATHLETIC DIRECTOR
WILLIAM SCHLARMAN	2400 MEMORIAL PARKWAY	869-815-2655	TEACHER COACH
JAIME RICHEY	2400 MEMORIAL PARKWAY	859-815-2652	TEACHER COACH
BRENDA STAGGS	2400 MEMORIAL PARKWAY	859-8152605	GUIDANCE COUNSELOR
SALLY WALTERS	2400 MEMORIAL PARKWAY	859-815-2642	TEACHER CHEER COACH

Scheduled a minimum of three meetings during the 2007-2008 school year on the following dates:

FEBRUARY 8 2008
APRIL 9 2008
MAY 15 2008

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

Name	Title	Address	Phone
RITA BYRD	ASST SUPERINTENDENT	25 N FT THOMAS AVE	859-815-2011

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

Name	Title	Address	Phone
DALE MUELLER	ATHLETIC DIRECTOR	2400 MEMORIAL	859-815-2607

School personnel are continuing to make periodic reviews of the boys' and girls' athletics program reflected in the Corrective Action Plan.

In addition to the above information, the above referenced school maintains a complete permanent file relative to Title IX records including copies of the self-assessment audit, all corrective action plans, and other related materials.

  
Principal's Signature

4-10 2008  
Date

  
Superintendent Signature

  
School Board Chairpersons' Signature

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

BRAD FENNEL 58 MIAMI AVE FORT THOMAS 859 781-7851 PARENT/BD MEMBER  
SCOTT EATON NKU LB NUN DRIVE 859-572-5193 PARENT (ASST AD AT NKU)  
LORI HOPKINS BAND DIRECTOR  
MICHAEL EATON - STUDENT  
KATIE ALLEN - STUDENT

**2007-2008**  
**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART 1**

KHSAA  
 Form T1  
 Rev. 12/07

**Participation Opportunities Test One**

		(Column 1)	(Column 2)	(Column 3)	(Column 4)
	Program	Enrollment	Percentage of Total Enrollment	Number of Interscholastic Participants (double and triple count)	Percentage of Total Participation
Row 1	GIRLS	402	49%	284	46.5%
Row 2	BOYS	412	51%	327	53.5%
Row 3	Totals	814	100%	611	100%

Instructions:

\*Number of 8<sup>th</sup> grade students & below used in Column 3 and Column 4 calculations if applicable: 76

- 1) Determine the total number of girls enrolled, (place in Row 1, Column 1). Determine the total number of boys enrolled, (place in Row 2, Column 1).
- 2) Add the total number of girls and boys enrolled to determine total enrollment, (place in Row 3, Column 1).
- 3) Calculate the percentage of total enrollment that is female. (Divide Row 1, Column 1 by Row 3, Column 1 and place in Row 1, Column 2.) Calculate the percentage of total enrollment that is male. (Divide Row 2, Column 1 by Row 3, Column 1 and place in Row 2, Column 2.) Note: Row 1, Column 2 plus Row 2, Column 2 should total 100%.
- 4) Ask 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 regular season competition**, and cross out the names of those who were cut from the team or quit the team prior to the first regular season competitive event. Determine the total number of interscholastic athletics participants that are girls, (and place in Row 1, Column 3). In order to determine the total number of athletics participants, an individual should be counted each time he or she participates on a team. For example, if Jane Doe competes on the varsity volleyball team, the junior varsity volleyball team, the junior varsity basketball team, and the varsity softball team, she should be counted as four participants (**do not include club or intramural sports participants, cheerleaders, dance teams, or pom squads**). Calculate the same way for boys and girls. \* In addition, should 8<sup>th</sup> grade students and below play on a Freshman, Junior Varsity, or Varsity team, they should also be counted for each team and sport on which they participate. If applicable, please asterisk the above notation as to how many 8<sup>th</sup> grade students & below are included in the totals.  
 Using the same procedure, determine the total number of interscholastic athletic participants that are boys, (and place in Row 2, Column 3). Add Row 1, Column 3 plus Row 2, Column 3 to get total participants and place in Row 3, Column 3.
- 5) Calculate the percentage of female participation. (Row 1, Column 3 divided by Row 3, Column 3 and place in Row 1, Column 4.) Calculate the percentage of male participation. (Row 2, Column 3 divided by Row 3, Column 3 and place in Row 2, Column 4.) Note: Row 1, Column 4 plus Row 2, Column 4 should total 100%.

Note: While being within three percent is not a formal compliance standard; if the percent listed in Row 1, Column 4 is within 3% of Row 1, Column 2, then it provides a good target within which compliance is likely.

Principal's Signature: *[Signature]* Date: 4-10-2008

**2007-2008**  
**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART 2**

KHSAA  
 Form T2  
 Rev. 12/07

**Participation Opportunities Test Two**

		Column 1	Column 2	Column 3	Column 4	Column 5	
Program		Number of Teams Currently Offered	Number of Participants	Number of Teams Added Since the beginning of the 2003-2004 School Year	Current Number of Participants for each team added Since the beginning of the 2003-2004 School Year	Percent of Total Participation By Sex Added Since the beginning of the 2003-2004 School Year	
<b>GIRLS</b>	Row 1	varsity:	9	139	0		
	Row 2	j.v.:	8	69	0		
	Row 3	frosh:	4	76	1		
	Row 4	total:	21	284	1	32	11.3%
<b>BOYS</b>	Row 5	varsity:	9	174	0	0	
	Row 6	j.v.:	8	68	0	0	
	Row 7	frosh:	4	85	1	17	
	Row 8	total:	21	327	1	17	5.2%

- 1) For Column 1, list the number of interscholastic teams offered for girls and boys at each competitive level (varsity, junior varsity, and freshman). For girls, total each of the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 2) For Column 2, list the number of participants at each level. For girls, total each of the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8. **Note:** The totals in Row 4 for girls and in Row 8 for boys must be the same as the totals in Form T-1, Column 3, Rows 1 and 2 respectively.
- 3) For Column 3, list the number of interscholastic teams that have been added in the last five years at each competitive level. Count each team added during the 5 year period only one time. e.g. Girl's junior varsity soccer was added 3 years ago, count the team only once, not 3 times. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 4) For Column 4, list the number of participants that are **currently** on each level of the teams that were added in the last five years. If a team was added previously but no longer exists, there are no current participants to be added for that team. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.
- 5) For Column 5, calculate the percentage of participants that have been added in the last five years. For girls, take the number in Column 4, Row 4 and divide by the number in Column 2, Row 4. For boys, take the number in Column 4, Row 8 and divide it by the number in Column 2, Row 8.

Note: If the percentage of current 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.

Principal's Signature: Steve Swanson Date: 4-10-2008

**2007-2008**  
**ACCOMMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART 3**

KHSAA  
 Form T3  
 Rev. 12/07

**Participation Opportunities Test Three**

FOR ANY QUESTION ANSWERED "YES" IDENTIFY THE RESPECTIVE SPORT(S).

	GIRLS (Yes / No)		BOYS (Yes / No)
1. For a sport <u>not</u> currently offered in your interscholastic athletics program, is there sufficient interest to form a viable interscholastic team based on participation on an intramural team.	NO		NO
2. For a sport <u>not</u> currently offered, is there sufficient interest, based on the responses to your most recent Student Interest Survey, to form a viable interscholastic team for a sport not currently offered. If yes, what sport?	NO		NO
3. For a sport currently offered at the junior varsity or freshman level is there sufficient interest, based on your most recent Student Interest Survey, to form a varsity team not currently offered?	NO		NO
4. For a sport currently offered at the varsity level only, is there sufficient interest, based on your most recent Student Interest Survey, to form a viable team for a junior varsity or freshman team that is not currently offered?	NO		NO
5. If you answered YES to question (1), (2), (3), or (4), are there enough high schools in the geographic area offering the sport (at the appropriate level) to allow for the development of a reasonable schedule of competition?	N/A		N/A

Plans to Address Interest:

Principal's Signature : Elgin Suman Date: 4-10-2008





2007-2008  
ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 1  
TO INCLUDE BOOSTER CLUB FUNDING

	equipment and supplies		travel		awards		coaches' salaries (to include supplemental and extended employment; dollar amount required)		facilities improvements		publications (if sport-specific)	
	Expenditures		Expenditures		Expenditures		Expenditures		Expenditures		Expenditures	
	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster
G basketball	7944		3360		460		18690					
B basketball	1363		2042		278		18678					
G softball	2452		480		168		8058					
B baseball	8683		5440		325		8248		1689			
G cross country	62		1766		268		2938					
B cross country	62		1766		268		2938					
G golf	3425		547		70		2283					
B golf	3425		0		70		2288					
G soccer	4044		2256		740		9304		4396			
B soccer	3671		2170		295		9033		4397			
G swimming	821		385		440		3877					
B swimming	388		390		330		3877					

4/15/08

1. Total expenditures on T-35 and T-36 on the 2007-2008 year report due by April 15, 2008, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2006-2007 ending June 30, 2007.
2. Booster Club Funding/Contributions must be included in the above expenditures total. (Note: It is illegal for coaches to be paid by Booster Clubs - Reference KHSAA Bylaw 27)

*[Signature]*

Principal's Signature:

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Date: 4-10-2008




2007-2008  
**ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2**  
**TO INCLUDE BOOSTER CLUB FUNDING**

	equipment and supplies		travel		awards		coaches' salaries (to include supplemental and extended employment; dollar amount required)			facilities improvements		publications (if sport-specific)	
	Expenditures		Expenditures		Expenditures		Expenditures			Expenditures		Expenditures	
	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster	School	Booster	
G track	8568		3578		611		7680						
B track	5724		3265		428		7561						
G tennis	986		682		70		2288						
B tennis	435		520		120		2206						
G volleyball	6083		2980		244		7271						
B wrestling													
G (list sport)													
B football	52,560		12,214		1390		46734			2742			
G (list sport)													
B (list sport)													

1. Total expenditures on T-35 and T-36 on the 2007-2008 year report due by April 15, 2008, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2006-2007 ending June 30, 2007.

2. Booster Club Funding/Contributions must be included in the above expenditures totals. Indicate percentage of total expenditures for each gender: (if disparities are obvious, list on your Corrective Action Plan (T-60) what action you will take to correct the problem).

Gender	Expenditures	Percentage
Boys	\$216,967	64
Girls	\$121,958	36
Total:	\$338,925	100%

Principal's Signature:  Date: 4/18/08 4-10-2008

## 2007-2008 KHSAA TITLE IX ATHLETICS AUDIT

KHSAA  
Form T41  
Rev. 12/07

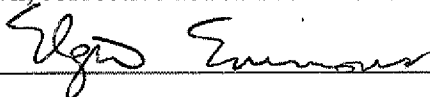
### Checklist - Overall Interscholastic Athletics Program

**DIRECTIONS:**

For the Areas of Compliance (Opportunities and Benefits) listed on the left hand side of the page, place a checkmark under the appropriate column identifying whether your school provided an advantage to the Girls' Program, or to the Boys' Program or to Neither Program. A review of T-35 and T-36 spending patterns might be helpful in completing this form.

Areas of Compliance:	ADVANTAGE TO:		
	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM
<b>OPPORTUNITIES</b>			
Accommodation of Interest and Abilities			X
<b>BENEFITS</b>			
Equipment and Supplies			X
Scheduling of Games and Practice Time			X
Travel and Per Diem Allowances			X
Coaching			X
Locker Rooms, Practice and Competitive Facilities			X
Medical and Training Facilities and Services			X
Publicity			X
Support Services			X
Athletic Scholarships			X
Tutoring			X
Housing and Dining Facilities and Services			X
Recruitment of Student Athletes			X

If an advantage is shown, corrective action should be shown on T-60 (Corrective Action Plan).

Principal's Signature:  Date: 4-10-2008

SCHOOL NAME \_\_\_\_\_

2007-2008  
TITLE IX

CORRECTIVE ACTION PLAN

**DIRECTIONS:**

1. For Column 1, indicate the intended area (Opportunities or Benefits) which needs corrective action in order to achieve gender equity. For Column 2, write the suggested change or activities that will correct the area in need of alteration. For Column 3, include the estimated completion date for the changes or activities.
2. It is possible to attain compliance with Title IX and no longer need "corrective" action. However, the KHSAA strongly encourages compliant schools to identify items for improvement (Column 1), activities to accomplish the improvement (Column 2) and a timetable for completion (Column 3) that will strengthen the athletic program.
3. You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April 15, 2008.

COLUMN 1	COLUMN 2	COLUMN 3
ITEM FOR CORRECTION/ IMPROVEMENT	SUGGESTED CHANGE/ ACTIVITIES	TIME TABLE FOR CORRECTIVE ACTION/ AND OR COMPLETION DATE
THE ATHLETIC DEPARTMENT IS FACING FROZEN COACHING SALARIES AND A REDUCED BUDGET	REDUCE THE TOTAL BUDGET OF MALE SPORTS MORE THAN FEMALE SPORTS	JUNE, 2008
GYM IS AN OUTDATED FACILITY	IMPROVE THE FACILITY USING SHORT RANGE AND LONG RANGE SOLUTIONS	JUNE, 2009
WEIGHTROOM IS AN OUTDATED FACILITY	IMPROVE THE FACILITY MAKING IT MORE USABLE FOR FEMALES	JUNE, 2009

Principal's Signature: *Sally Swanson*

Date: 4-10-2008



**2007-2008 INTERSCHOLASTIC  
ATHLETICS SURVEY**  
Summary of Student Responses

KHSAA  
Form T63  
Rev.12/07

**School Name:** HIGHLANDS HIGH SCHOOL

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**Enrollment**  
**(9-12 Grade): 814** (SHOULD AGREE WITH FORM T-1, COLUMN 1,  
ROW 3)

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**Number of 9-11 Grade Students Surveyed: 608**

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**Number of 8<sup>th</sup> Grade Students Surveyed: 193**  
4-7-08

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

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**Completed By:** DALE MUELLER

**Instructions:**

1. Summarize the Student Athletics Interest Surveys Form T-61 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 this Summary Form (T-63) and mail this Summary Form only to the KHSAA by April 15, 2008. Do not mail the student surveys (Form T-61). However, these Forms should be maintained in your files in the event they are requested subsequently.

801 Number of Surveys  
768 Total Returned (*A minimum of 80% return is expected*)  
8 9 10  
11 Grades Surveyed (*Should be grades 9-11 and 8<sup>th</sup> grade if school has a feeder system*)

How Was The Survey Administered? ENGLISH DEPARTMENT  
 (e.g. was it given in all English classes, or all home rooms, or advisee/advisor?)

**KHSAA Sanctioned Fall Sports** (*List Total Number of Participation Responses*)

61 Cross Country (Girls)  
41 Cross Country (Boys)  
110 Football (Boys)  
26 Golf (Girls)  
35 Golf (Boys)  
98 Soccer (Girls)  
78 Soccer (Boys)  
32 Volleyball (Girls)

**Winter Sport** (*List Total Number of Participation Responses*)

64	Basketball (Girls)
68	Basketball (Boys)
59	Indoor Track (Girls)
75	Indoor Track (Boys)
58	Swimming & Diving (Girls)
31	Swimming & Diving (Boys)
77	Wrestling (Boys)

**Spring Sport** (*List Total Number of Participation Responses*)

69	Baseball (Boys)
68	Fast Pitch Softball (Girls)
58	Tennis (Girls)
54	Tennis (Boys)
98	Track (Girls)
106	Track (Boys)

**Non-KHSAA Championship Sports** (*From Student Survey T-61 Question 10*)

127	Archery
74	Field Hockey
93	Bowling
15	Gymnastics (Boys)
111	Gymnastics (Girls)
151	Ice Hockey
81	Lacrosse (Boys)
43	Lacrosse (Girls)
52	Rifle
151	Rodeo
23	Slow Pitch Softball
31	Volleyball (Boys)
89	Water Polo
123	Weightlifting

**Number of Students who participate in Intramural Sports**  
(*From Student Survey T-61 Question 5*)

<b>Sport</b>	<b>Number</b>
BOWLING	51
BASKETBALL	52
SOCCER	59
TRACK	31
SWIMMING	21
TENNIS	6

**List Intramural Sports students are interested in adding:**

*(From Student Survey T-61 Question 6)*

<u>Sport</u>	<u>Number</u>
GYMNASTIACS	151
DANCE	36
ICE HOCKEY	134
BOWLING	89
WEIGHT LIFTING	96

**Participation in Non-School Sports Activities**

*(From Student Survey T-61 Question 7)*

<u>Sport</u>	<u>Number</u>
DANCE	38
WIFFLE BALL	43
CORN HOLE	51
BASEBALL	26
SOCCER	71
GYMNASTICS	146

**Reasons for not participating in interscholastic athletics**

*(From Survey Question 8)*

- I prefer other activities such as band, chorus, etc.
- I don't have time
- The practice schedules and game times are inconvenient
- The sport I like isn't offered
- It's too expensive
- I prefer to participate in club or intramural sports
- Working
- Other:  
TOO MUCH PRACTICE COACHES DEMANDING  
TOO MUCH TIME

Student Suggestions to encourage participation

- LESS TIME PRACTICING
- LESS TIME DEVOTED TO SPORTS
- SEASONS NEED TO BE SHORTER
- STUDENTS SHOULD EARN CREDITS FOR GRADUATION IF PARTICIPATING

  
Principal's Signature

4-10-2008  
Date