



**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 30, 2008

School	Lloyd Memorial High School	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 type="checkbox"/> Test 1 (Athletic participation is proportionate to enrollment) <input type="checkbox"/> Test 2 (History and continuing practice of program expansion) <input type="checkbox"/> Test 3 (Full and effective accommodation of interests and abilities)
E.	<input checked="" type="checkbox"/>	<b>Other Recommendation and Comments: According to data and responses submitted, the school is not currently meeting the standard established in any of the three tests for provision of athletic opportunities. In order to meet the standard for Test 3, the school is starting a fast-pitch softball program in 2008-09 and is pursuing the indicated interest in girls swimming. In the area of benefits, athletic spending is not quite within acceptable parameters. This spending should be closely monitored to insure that there is not a spending disparity over a two-year period.</b>

# Presentation of Information to Mr Riehemann

January 30, 2008

## **I. Value of Athletics Toward Academics and School District/Community Morale**

- a. What athletics does for academic success
  - i. See attached study
- b. What athletics can do for school and community morale
  - i. My daughter, Payton's comment
    1. No one at school cares about them winning, so why should she
  - ii. Rids you of the "no one cares perception"
  - iii. Helps with school pride
  - iv. Develops friendships
  - v. Develops a sense of togetherness

## **II. Athletics Advisory Board**

- a. Consisting of parents and school administrators
  - i. Help Develop the suggested items below
  - ii. Meet regularly to discuss, develop, modify, and update plans

## **III. Vision/Mission for Athletics**

- a. **Example:**
  - i. Lloyd High School athletics is committed to building champions through academic achievement, athletic excellence, and recognition of our student-athletes, teams, and programs. We provide our student-athletes with all the tools needed for them to be champions in their sport and life. The integrity of our program is rooted in the tradition and spirit of Lloyd High School to bring honor and distinction to our school district.
- b. **Why do this???**
  - i. What is our overall mission as an athletic program
    1. Do we really know (If we know, is it being communicated?)
    2. Are we doing it
  - ii. It should guide everything the program is about
  - iii. Convey a positive sense of purpose
  - iv. Guides behavior
  - v. Serves as a reminder
- c. **Should be prevalent at all levels of athletics**
  - i. Coaches, parents, students, and community at all levels should know what the vision/mission of the athletic program is

#### **IV. Athletics Achievement Plan**

##### **a. Create Core Values of the programs**

- i. Not necessarily wins and losses
  1. *Teamwork and sportsmanship*
    - a. The importance of cooperation, responsibility, and sportsmanship as we strive for both short-term and long-term goals.
  2. *Fitness and Health*
    - a. Physical activity develops a fitness approach for life, and it is the schools responsibility to ensure that this exposure occurs.
  3. *Confidence and Commitment*
    - a. Athletics provide a way to develop the student's sense of responsibility, self-worth, and self-discipline.
  4. *Challenge and Reward*
    - a. The only way to improve is to challenge and test current abilities in a way that leads not to continual negativity and stress but to joy and reward. This progression from challenge to reward will encourage every student athlete

##### **b. Create Specific Goals for the athletic program**

- i. GPA??
  1. Higher than average student by xx%
- ii. Number or percentage of students in sports programs
- iii. Morale of students
  1. Realize that, at least initially, you are competing for their attention
    - a. Contests
    - b. Get in free nights
    - c. Give aways
    - d. Alumni night
    - e. Halftime events
    - f. Club night
    - g.
    - h.
    - i.
- iv. Communicate athletic program goals to all administrators, coaches, and community
- v. Evaluate progress (at least annually)

##### **c. Develop Strategies and Plans to meet program goals**

- i. Helps develop true objectives
- ii. Helps assess progress

##### **d. Create specific goals for each sports program**

- i. Each sports program should develop goals for the overall success of their sport (including middle school and elementary school development)
  1. Sportsmanship
  2. Excelling on the playing field
  3. Player development
  4. Attendance
  5. Budget/use of funds
  6. Intramural sports
- ii. Communicate the goals to all coaches and families
  1. Subsets of this should also go to players and parents
- iii. Evaluate progress (at least annually)

##### **e. Develop Strategies and Plans to meet specific sport goals**

- i. Helps develop true objectives
- ii. Helps assess progress

**f. Annual “athletics achievement” address to Board of Education**

- i. Example: Technology Plan presentation
  - 1. Share program goals and strategies
  - 2. Share evaluation of progress
  - 3. Share how many students involved
  - 4. Share average GPA of students involved
  - 5. Challenges to overcome
  - 6. Achievements during the year
  - 7. Use of Budget

**g. Clear the lines of authority/responsibility related to athletics**

- i. High School, Middle School, Elementary School
- ii. Role of High School AD: Role of Middle School AD: Role of Elementary Programs

**h. Communication**

- i. Develop a school communication plan for athletics
  - 1. Website information
  - 2. Newspaper
  - 3. Handbooks
  - 4. Flyers
  - 5. Events
  - 6. Schedules

**V. Tie all of this to Community Awareness**

- i. Vision/Mission/Goals
  - 1. Meet with local business for donation support
- ii. Naming rights for facilities
- iii. Alumni contributions
  - 1. Volunteering
  - 2. Financial donations

**VI. Timeframe and Follow-Up**

- a. We feel these suggestions are an important step in the overall success of the athletic programs
  - i. To that end, if you support these concepts, we would like to set an aggressive timetable to implement as much as possible for the in-coming freshman class
- b. Please let us know your thoughts and what the next steps might be

**ATHLETIC ADVISORY COUNCIL**  
**MEETING #2 AGENDA**  
**2/15/08**

- Discuss plans for a community meeting to select parent members to the Athletic Advisory
- Select a date, time, and location for the community meeting
- Discuss the presentation of material for the community meeting (how? , what?)
- Adjourn

**ATHLETIC ADVISORY COUNCIL**  
**COMMUNITY MEETING AGENDA**

**3/12/08**

- 1. WELCOME**
- 2. STATEMENT OF PURPOSE**
- 3. INTRODUCTIONS**
- 4. PRESENTATION**
- 5. COUNCIL MAKE-UP**
- 6. QUESTIONS**
- 7. DISMISS**

**LMHS**  
**ATHLETIC ADVISORY TEAM**  
**NORMS**

- WE WILL MEET WHENEVER NECESSARY
- WE WILL MAINTAIN A POSITIVE TONE AT OUR MEETINGS
- WE WILL BEGIN AND END OUR MEETINGS ON TIME AND STAY FULL ENGAGED THROUGHOUT EACH MEETING
- WE WILL LISTEN RESPECTFULLY AND CONSIDER MATTERS FROM ANOTHER'S PERSPECTIVE
- WE WILL MAKE DECISIONS BASED ON CONSENSUS. IF CONSENSUS CANNOT BE REACHED WE WILL GATHER ADDITIONAL INFORMATION
- WE WILL OPERATE AS AN ADVISORY BODY
- WE WILL ALL ATTEND EACH MEETING. IF CONFLICTS ARISE THE MEETING WILL BE RESCHEDULED IN ORDER FOR ALL MEMBERS TO ATTEND AND/OR OTHER TEAM MEMBERS MAY BRING INFORMATION FROM THE MISSING MEMBER TO THE MEETING. IF MORE THAN TWO MEETINGS ARE MISSED IN A SCHOOL YEAR THE BOARD MEMBER MAY FORFEIT THERE POSITION.
- WE WILL ACTIVELY PARTICIPATE; COOPERATE WITH TEAM MEMBERS; AND BE VISIONARY IN OUR DISCUSSIONS.

*GROWING OUR FUTURE...ONE JOURNAL AT A TIME!*

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# Erlanger-Elsmere Athletics Advisory Council

## Meeting Related Formalities

Meeting Chair:

Meeting Minute Taker:

Formally Develop Representation on the Committee:

Lloyd will have:

Xx Coaches

Xx Administrators

Xx Community Members

Tichenor will have:

Xx Coaches

Xx Administrators

Xx Community Members

Discuss Regular Meeting Dates for larger group:

Discuss What Workgroups should be developed:

Discuss eligibility for membership on the workgroups

## **Outcomes/Charge for the Advisory Council:**

- Establish Vision Statement
- Establish Mission Statement
- Develop Workgroups for specific focus?
  - Communication
  - Morale/Spirit
  - Etc.
- Create Core Values for the entire athletic program
- Advise and facilitate creation of goals for the following:
  - Athletics program
  - Sport Specific Goals
  - Parents/Alumni Involvement
  - Community Involvement
- Determined "Indicators of Success"
- Advise/Recommend the athletic program operational structure
- Advise on the modification of the athletic director job description

## **Development of vision statement:**

Should nest under overall district mission

States where we want to go - What do we ultimately want the athletic program to be

Action Items:

Come up with key words that we want in the vision statement

Make sure we can measure success/failure

Begin developing sentence structure

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By Initial Stab as Vision and Mission (not to be specifically shared with others so as to not skew any thoughts)

## **Athletics Program Vision Statement**

It is the vision of the Erlanger-Elsmere School District athletic program is to expand on the proud athletic tradition of the school system by creating a positive environment for student athletes, the schools, and community by developing teams and athletic participants who reflect a sense of commitment and a competitive spirit with a winning attitude exemplifying character.

## **Athletics Program Mission Statement**



The Erlanger-Elsmere School District athletic program will offer athletes positive and rewarding experiences while building strong character with a healthy balance of commitment to quality facilities, coaching, and competitive teams creating an environment strong in school pride, family involvement, and community support.



**LLOYD MEMORIAL HIGH SCHOOL**  
**ATHLETIC DEPARTMENT**

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**Athletic Advisory Council**  
**Minutes – April 10, 2008 Meeting**

**Members present:**

John Riehemann, Stephen Neace, Caitlin Carter, Bert Brown, Mark Molitor, Mark McGuire, Jim Kidd, Roger Schreck, Steve Molitor, Andy Bard, Heather Krebs, Chad Molley, Chris Brauch, Dexter Smith, Phil Taliferro, Mary Gregory

- Mr. Riehemann will chair this evening's meeting.
- Meeting chairperson will rotate each meeting and will be decided before each meeting conclusion.
- Mr. Molley will take the minutes for the meeting.
- The group discussed setting norms for our meetings. Examples of group norms were provided. Each member will look at the examples and bring ideas back to the group next month and the norms will be established and adopted at that time.
- Meeting dates and times were discussed. It was agreed upon by the group to meet on the second Thursday of each month from 5:30 pm to 7 pm in the LMHS Library.
- The make-up of the Athletic Advisory Council was discussed and the following was adopted by the group:

**LMHS Membership**

4 coaches  
2 administrators  
4 parents  
4 students

**TMS Membership**

3 coaches  
2 administrators  
2 parents  
2 students



# LLOYD MEMORIAL HIGH SCHOOL

## ATHLETIC DEPARTMENT

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- We also determined that decisions would be made by a consensus of 2/3 of the members present at the meeting.
- The group discussed breaking up the large group into smaller work groups. The following work groups were created:

TMS Athletics – Chris Brauch, chair with the remainder of the TMS Membership in the group

LMHS Athletics – Chad Molley, chair with the remainder of the LMHS Membership in the group

Vision and Mission – John Riehemann, chair

Communication – Bert Brown, chair, Mary Gregory, Buddy Schwierjohann, John Riehemann, Stephen Neace

Morale and Spirit – Andy Bard, chair, Heather Krebs, Phil Taliferro, Steve Molitor, Matt Engel

- We will also invite community members to serve on these work groups voluntarily.
- The terms of our elected parent members were discussed and the following was agreed upon by the Council:

People desiring to serve on the AAC in this capacity must have a student in the school they represent for the length of the term.

The initial terms of our elected parents will be as follows:

LMHS Parent Members

3-year terms – Jim Kidd and Mark Molitor

2-year terms – Mark McGuire and Mary Gregory

TMS Parent Members

3-year term – Roger Schreck

2-year term – Bert Brown

All terms for elected parent members will be two years thereafter. This will provide a staggered election cycle and continuity to the group through the years.

Coaches will be taken on a voluntary basis with equality maintained between female and male programs and replaced as necessary.



# LLOYD MEMORIAL HIGH SCHOOL

## ATHLETIC DEPARTMENT

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Students will be selected by the Athletic Directors based on recommendations from the coaches with equality maintained between female and male student-athletes.

As the 8<sup>th</sup> and 12<sup>th</sup> grade student's transition out they will be replaced with 7<sup>th</sup> and 11<sup>th</sup> grade students so each student will serve a two-year term.

- Eligibility procedures were discussed regarding high school athletics.
- The use of volunteer coaches was discussed. It was decided to put this on the agenda for next month's meeting. We would like to investigate re-instating the use of volunteer coaches in our athletic programs.
- The policy regarding middle school athletes playing for the high school athletic programs was discussed.
- Next meeting will be Thursday, May 8, 2008 from 5:30 pm to 7 pm in the LMHS Library.



**LLOYD MEMORIAL HIGH SCHOOL**  
**ATHLETIC DEPARTMENT**

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**Athletic Advisory Council**  
**Agenda – May 8, 2008 Meeting**

- I. Roll Call:
- |                 |                     |
|-----------------|---------------------|
| Andy Bard       | Chad Molley - Chair |
| Chris Brauch    | Aaron Moore         |
| Bert Brown      | Stephen Neace       |
| Darrell Cammack | John Riehemann      |
| Caitlin Carter  | Roger Schreck       |
| Greg Duty       | Carl Schwierjohann  |
| Mary Gregory    | Dexter Smith        |
| Jim Kidd        | Kaitlin Smith       |
| Heather Krebs   | Rhonda Smith        |
| Mark McGuire    | Phil Taliferro      |
| Mark Molitor    | Elaine Woolley      |
| Steve Molitor   |                     |
- II. Old Business
- a) Group Norms
  - b) Work Group Reports from Work Group Chairs
  - c) Volunteer Coaching Discussion
- III. New Business
- a) Title IX Report 2007-2008
- IV. Next Meeting: Thursday, June 12, 2008 5:30 pm to 7 pm in LMHS Library



**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 Lloyd Memorial High School, Erlanger, 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.)			
Attached			

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

1/30/08, 2/15/08, 3/12/08, 4/10/08 (Agendas attached)

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

Name	Title	Address	Phone
Chad D. Molley	Assistant Principal/A.D.	450 Bartlett Ave. Erlanger, KY 41018	(859) 727-5908

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

Name	Title	Address	Phone
Chad D. Molley	Assistant Principal/A.D.	450 Bartlett Ave. Erlanger, KY 41018	(859) 727-5908

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:  Date: 4/14/08  
 Superintendent Signature:  School Board Chairpersons' Signature:

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



**LLOYD MEMORIAL HIGH SCHOOL**  
**ATHLETIC DEPARTMENT**

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**Lloyd Memorial High School**  
**Athletic Advisory Council**

**Administrators**

John Riehemann  
Principal – Lloyd Memorial High School  
450 Bartlett Avenue  
Erlanger KY 41018  
859 727-1555

Carl Schwierjohann  
Principal – Tichenor Middle School  
350 Bartlett Avenue  
Erlanger, KY 41018  
859 727-2255

Chad D. Molley  
Assistant Principal/Athletic Director -  
Lloyd Memorial High School  
450 Bartlett Avenue  
Erlanger KY 41018  
859 727-5908

Chris Brauch  
Assistant Principal/Athletic Director --  
Tichenor Middle School  
350 Bartlett Avenue  
Erlanger, KY 41018  
859 727-2255



# LLOYD MEMORIAL HIGH SCHOOL

## ATHLETIC DEPARTMENT

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### Lloyd Memorial High School Athletic Advisory Council

#### Coaches

Aaron Moore  
Head Baseball Coach – Lloyd Memorial  
High School  
450 Bartlett Avenue  
Erlanger KY 41018  
859 727-1555

Darrell Cammack  
Head Volleyball Coach - Lloyd  
Memorial High School  
450 Bartlett Avenue  
Erlanger KY 41018  
859 727-1555

Greg Duty  
Head Boy's and Girl's Track Coach -  
Lloyd Memorial High School  
450 Bartlett Avenue  
Erlanger KY 41018  
859 727-1555

Rhonda Smith  
Head Girl's Tennis Coach - Lloyd  
Memorial High School  
450 Bartlett Avenue  
Erlanger KY 41018  
859 727-1555

Elaine Woolley  
Track Coach – Tichenor Middle School  
350 Bartlett Avenue  
Erlanger, KY 41018  
859 727-2255

Stephen Neace  
Volleyball Coach – Tichenor Middle  
School  
350 Bartlett Avenue  
Erlanger, KY 41018  
859 727-2255

Steve Molitor  
Basketball Coach – Tichenor Middle  
School  
350 Bartlett Avenue  
Erlanger, KY 41018  
859 727-2255





**LLOYD MEMORIAL HIGH SCHOOL**  
**ATHLETIC DEPARTMENT**

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**Lloyd Memorial High School**  
**Athletic Advisory Council**

**Parents**

Mary Gregory  
Parent – Lloyd Memorial High School  
450 Bartlett Avenue  
Erlanger KY 41018  
859 727-1555

Bert Brown  
Parent – Tichenor Middle School  
350 Bartlett Avenue  
Erlanger, KY 41018  
859 727-2255

Mark McGuire  
Parent – Lloyd Memorial High School  
450 Bartlett Avenue  
Erlanger KY 41018  
859 727-1555

Roger Schreck  
Parent – Tichenor Middle School  
350 Bartlett Avenue  
Erlanger, KY 41018  
859 727-2255

Jim Kidd  
Parent – Lloyd Memorial High School  
450 Bartlett Avenue  
Erlanger KY 41018  
859 727-1555

Mark Molitor  
Parent – Lloyd Memorial High School  
450 Bartlett Avenue  
Erlanger KY 41018  
859 727-1555



**LLOYD MEMORIAL HIGH SCHOOL**  
**ATHLETIC DEPARTMENT**

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**Lloyd Memorial High School**  
**Athletic Advisory Council**

**Students**

Andy Bard  
12<sup>th</sup> Grade Student-Athlete  
450 Bartlett Avenue  
Erlanger KY 41018  
859 727-1555

Dexter Smith  
7<sup>th</sup> Grade Student-Athlete  
350 Bartlett Avenue  
Erlanger, KY 41018  
859 727-2255

Kaitlin Smith  
12<sup>th</sup> Grade Student-Athlete  
450 Bartlett Avenue  
Erlanger KY 41018  
859 727-1555

Caitlin Carter  
6<sup>th</sup> Grade Student-Athlete  
350 Bartlett Avenue  
Erlanger, KY 41018  
859 727-2255

Phil Taliferro  
11<sup>th</sup> Grade Student-Athlete  
450 Bartlett Avenue  
Erlanger KY 41018  
859 727-1555

Heather Krebs  
11<sup>th</sup> Grade Student-Athlete  
450 Bartlett Avenue  
Erlanger KY 41018  
859 727-1555

**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	298	51%	173	44%
Row 2	BOYS	289	49%	218	56%
Row 3	Totals	587	100%	391	100%

Instructions:

\*Number of 8<sup>th</sup> grade students & below used in Column 3 and Column 4 calculations if applicable: 56

- 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: \_\_\_\_\_

Date: 4/14/08

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**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:	8	127	1	18	
	Row 2	j.v.:	6	39	0	N/A	
	Row 3	frosh:	2	7	0	N/A	
	Row 4	total:	16	173	0	18	10%
<b>BOYS</b>	Row 5	varsity:	8	117	0	N/A	
	Row 6	j.v.:	5	51	0	N/A	
	Row 7	frosh:	2	50	0	N/A	
	Row 8	total:	15	218	0	N/A	N/A

- 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:  Date: 4/14/08

**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?	Yes  Boy's Soccer, Girl's Swimming/Diving, Fast-pitch Softball		
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?	Yes		

**Plans to Address Interest:** Will be added to the Corrective Action Plan and discussed in the Athletic Advisory Council at subsequent meetings. Further plans will be developed there to look into these interests.

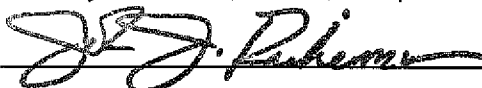
Principal's Signature:  Date: 4/14/08

**2007-2008**  
**ACCOMODATION OF INTERESTS AND ABILITIES**  
**SUMMARY PROGRAM CHART 4**

**Levels of Competition Test One**

		Column 1	Column 2	Column 3
Girls	Team Levels	Number of Teams Currently Offered	Number of Participants	Percentage of Participants at Each Level
Row 1	varsity:	8	127	73%
Row 2	j.v.:	6	39	23%
Row 3	frosh:	2	7	4%
Row 4	total:	16	173	100%
<b>Boys</b>				
Row 5	varsity:	8	117	54%
Row 6	j.v.:	5	51	23%
Row 7	frosh:	2	50	23%
Row 8	total:	15	218	100%

- Column 1, list the number of interscholastic teams offered for girls and boys at each competitive level; varsity, junior varsity, and freshman. (Refer to Form T-2, Accommodation of Interests and Abilities, Summary Program Chart 2, Column 1.)
- For Column 2, list the number of participants at each level. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total the entries in Rows 5, 6, and 7 into Row 8. (Refer to Form T-2, Accommodation of Interests and Abilities, Summary Program Chart 2, Column 2.)
- For Column 3, calculate the percentage of female and male participants at each level.  
For girls' varsity, junior varsity, and frosh, respectively:
  - Divide Column 2, Row 1 by Column 2, Row 4, and place the percentage in Column 3, Row 1
  - Divide Column 2, Row 2 by Column 2, Row 4, and place the percentage in Column 3, Row 2.
  - Divide Column 2, Row 3 by Column 2, Row 4, and place the percentage in Column 3, Row 3.
  -
 For boys' varsity, junior varsity, and frosh, respectively:
  - Divide Column 2, Row 5 by Column 2, Row 8, and place the percentage in Column 3, Row 5.
  - Divide Column 2, Row 6 by Column 2, Row 8, and place the percentage in Column 3, Row 6.
  - Divide Column 2, Row 7 by Column 2, Row 8, and place the percentage in Column 3, Row 7.

Principal's Signature:  Date: 4/14/08

**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	# Coaches for all levels / # Teams for all levels	School	Booster	School	Booster	School
<b>G basketball</b>	\$115	\$0	\$807	\$0	\$282	\$0	\$13,200	3/3	\$0	\$0	\$0	\$0	\$0
<b>B basketball</b>	\$115	\$0	\$337	\$0	\$282	\$0	\$13,200	3/3	\$0	\$0	\$0	\$0	\$0
<b>G softball</b>	\$245	\$0	\$500	\$0	\$282	\$800	\$4000	2/2	\$0	\$0	\$0	\$0	\$0
<b>B baseball</b>	\$764	\$0	\$578	\$0	\$282	\$0	\$7000	4/2	\$0	\$0	\$0	\$0	\$0
<b>G cross country</b>	\$34	\$0	\$302	\$0	\$282	\$0	\$2000	2/2	\$0	\$0	\$0	\$0	\$0
<b>B cross country</b>	\$34	\$0	\$302	\$0	\$282	\$0	\$2000	2/2	\$0	\$0	\$0	\$0	\$0
<b>G golf</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>B golf</b>	\$0	\$0	\$20	\$0	\$282	\$0	\$1500	1/1	\$0	\$0	\$0	\$0	\$0
<b>G soccer</b>	\$125	\$0	\$421	\$0	\$282	\$0	\$3000	2/2	\$0	\$0	\$0	\$0	\$0
<b>B soccer</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>G swimming</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>B swimming</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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)

Principal's Signature: 

Date: 4/14/08

**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
<b>G track</b>	\$43	\$0	\$376	\$0	\$579	\$0	\$3800	\$0	\$0	\$0	\$0	\$0
<b>B track</b>	\$43	\$0	\$376	\$0	\$282	\$0	\$3800	\$0	\$0	\$0	\$0	\$0
<b>G tennis</b>	\$709	\$0	\$0	\$0	\$282	\$0	\$1500	\$0	\$0	\$0	\$0	\$0
<b>B tennis</b>	\$126	\$0	\$0	\$0	\$282	\$0	\$1500	\$0	\$0	\$0	\$0	\$0
<b>G volleyball</b>	\$98	\$0	\$422	\$0	\$282	\$0	\$3800	\$0	\$0	\$0	\$0	\$0
<b>B wrestling</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>G (list sport)</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>B football</b>	\$13,525	\$0	\$680	\$0	\$282	\$0	\$26,200	\$0	\$0	\$0	\$0	\$0
<b>G (list sport)</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>B (list sport)</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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	\$ 72,272	65%
Girls	\$ 38,568	35%
<b>Total:</b>	<b>\$</b>	<b>100%</b>

*[Signature]*

Principal's Signature: \_\_\_\_\_ Date: 4/14/08



**2007-2008 KHSAA TITLE IX ATHLETICS AUDIT**  
**Checklist - Overall Interscholastic Athletics Program**

KHSAA  
 Form T-41  
 Rev. 12/07

**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 (Weight Room)	
Medical and Training Facilities and Services			X
Publicity			X
Support Services			X
Athletic Scholarships	N/A	N/A	N/A
Tutoring			X
Housing and Dining Facilities and Services	N/A	N/A	N/A
Recruitment of Student Athletes	N/A	N/A	N/A

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

Principal's Signature:  Date: 4/30/08

CORRECTIVE ACTION PLAN

*DIRECTIONS:*

- 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.
- 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.
- You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April 15, 2008.

COLUMN 1 ITEM FOR CORRECTION/ IMPROVEMENT	COLUMN 2 SUGGESTED CHANGE/ ACTIVITIES	COLUMN 3 TIME TABLE FOR CORRECTIVE ACTION/ AND OR COMPLETION DATE
Girl's Soccer Program	Continue to move program in the direction to support Varsity and JV teams.	We have played a JV/Varsity schedule for 2006-2007 and competed in district/regional/state competition. This will continue in 2007-2008.
Initiate a Team Recognition Code	Equitable code for all sports.	Passed Gender Equity Committee and SBDM Council in 2003.
Weight Room	Provide more female friendly environment and equipment	On-going with Superintendent and Board of Education. Progress will be evaluated on a yearly basis.
Expansion of team sports opportunities based on 2005-2006 survey results	Investigate interest in a Golf team for the girl's.	No interest in team indicated by students. No students signed up with Athletic Director after repeated announcements
Expand the membership of the Gender Equity Committee	Committee membership expanded to included student-athletes, parents, coaches, and administrators from the high school and middle school.	Athletic Advisory Council in place for the 2007-2008 school year and beyond (membership attached to ge19 form).
Development of Uniform Review Plan	Set up policy/plan to review uniforms on a cyclical basis each year, purchasing new ones when funds are available	Uniform Review Plan now Athletic Department policy.
Expansion of team sports opportunities based on 2007-2008 survey results	Interest shown in Boy's Soccer, Girl's Swimming/Diving, and Fast-pitch Softball	On agenda for the May Athletic Advisory Council meeting. Formal plans will be discussed and adopted then.

*[Handwritten Signature]*

Principal's Signature:

Date: 4/14/08



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

KHSAA  
Form T63  
Rev.12/07

**School Name:** \_\_\_\_\_

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

**479 Number of 9-11 Grade Students Surveyed:** \_\_\_\_\_

**184 Number of 8<sup>th</sup> Grade Students Surveyed:** \_\_\_\_\_

**Date:** 4/14/08

**Completed By:** Chad D. Molley

**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.

663 Number of Surveys

535 Total Returned *(A minimum of 80% return is expected)*

8-11 Grades Surveyed *(Should be grades 9-11 and 8<sup>th</sup> grade if school has a feeder system)*

How Was The Survey Administered? 8<sup>th</sup> – as a group, 9th-11<sup>th</sup> in English classes  
(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)*

38 Cross Country (Girls)

16 Cross Country (Boys)

139 Football (Boys)

5 Golf (Girls)

11 Golf (Boys)

43 Soccer (Girls)

38 Soccer (Boys)

117 Volleyball (Girls)

**Winter Sport** (*List Total Number of Participation Responses*)Form T-63  
Rev. 12/07

<u>64</u>	Basketball (Girls)
<u>107</u>	Basketball (Boys)
<u>75</u>	Indoor Track (Girls)
<u>38</u>	Indoor Track (Boys)
<u>70</u>	Swimming & Diving (Girls)
<u>27</u>	Swimming & Diving (Boys)
<u>38</u>	Wrestling (Boys)

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

<u>107</u>	Baseball (Boys)
<u>59</u>	Fast Pitch Softball (Girls)
<u>38</u>	Tennis (Girls)
<u>21</u>	Tennis (Boys)
<u>80</u>	Track (Girls)
<u>48</u>	Track (Boys)

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

<u>91</u>	Archery
<u>43</u>	Field Hockey
<u>96</u>	Bowling
<u>5</u>	Gymnastics (Boys)
<u>96</u>	Gymnastics (Girls)
<u>59</u>	Ice Hockey
<u>59</u>	Lacrosse (Boys)
<u>54</u>	Lacrosse (Girls)
<u>91</u>	Rifle
<u>16</u>	Rodeo
<u>59</u>	Slow Pitch Softball
<u>11</u>	Volleyball (Boys)
<u>N/A</u>	Water Polo ( <i>Not on Survey</i> )
<u>86</u>	Weightlifting

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

<u>Sport</u>	<u>Number</u>
Basketball	70
Football	21
Swimming	5
Bowling	5
Volleyball	5

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

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

<u>Sport</u>	<u>Number</u>
Basketball	64
Football	27
Soccer	21
Lacrosse/Volleyball/Dance	11 each
9 others	5 each

**Participation in Non-School Sports Activities**

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

<u>Sport</u>	<u>Number</u>
Basketball	48
Softball	27
Baseball	27
Football	21
Dance	16
Volleyball/Soccer	11 each

**Reasons for not participating in interscholastic athletics**

*(From Survey Question 8)*

- 59 I prefer other activities such as band, chorus, etc.
- 34 I don't have time
- 21 The practice schedules and game times are inconvenient
- 32 The sport I like isn't offered
- 11 It's too expensive
- 11 I prefer to participate in club or intramural sports
- 70 Working
- 86 Other: *Grades or no interest most common*

Student Suggestions to encourage participation

More choices and/or new teams - 27

More school spirit - 21

Flexible practice schedules (to allow for work) - 11



Principal's Signature

4/14/08

Date