

~~Phyllis~~

Danner
Date: 5/1/15

Please scan the following document and place in the Apollo High School Title IX file as response to the 11/20/14 Title IX school visit report.

Also, please send letter to Apollo High School stating that all information requested from the 11/20/14 Title IX school visit has been received. The information is satisfactory and no further action is necessary at this time.

Thanks,

Kathy
Kathy

Apollo Title IX Gender Equity Committee

Meeting #1 November 14, 2014 – 7:30 am

1. Greetings – Introduction & Attendance

- Coaches: Kristy Julian – Asst. Softball Coach & Dan Crume – Head Football
- Students: Seniors Rebecca Buchanan (girls soccer) & Caleb Coomes (boys basketball)
- Students: Juniors Hadley Humphrey (girls basketball & softball) & Hunter Wilson (football)
- Parent: Carla Wilson (parent of football and softball athletes)
- Administrators: Jon Boultinghouse – AD/Title IX Coordinator

NOTE: Administrator Kyle Brown – Asst Principal was not in attendance but all information was shared with him in an individual meeting the afternoon of November 14, 2014

2. Overview of Committee's Purpose and adjustments for 2014-15

- Primary purpose is to insure equity between male and female sports
- Committee must review
 - Budgets / Facilities / Publications / Uniforms / Schools general benefits (approach) to equity between sports
- Apollo will be audited by the KHSAA with a November 14, 2014.
 - On the Revisit the KHSAA Auditors will. . .
 - Inspect Facilities
 - Review Title IX file
 - Interview principal, A.D., Title IX District Coordinator and Members of Committee
 - Expectations during interview is to truthfully tell the auditors your perspective
- Basics of Title IX - Steps to Compliance
 - Three Prong Test
 - Equality of Funding
 - Equality of Access
 - Equality of Benefits
 - Equality of Offerings
- Apollo must do student interest survey this year.

3. Budget Review – See Attached

- Apollo provides the same amount of money for each sport
- Due to how Apollo Booster is structured. . . no sport receives greater benefit/funding from our Booster Club which could be an issue at other schools

4. Facility Overview

❖ Locker Space

- Have Equal space and access
 - Basketball to Basketball
 - Softball to Baseball
 - # of lockers and space for each sport is comparable

❖ Weight Room Scheduling

- Have Equal Access determined upon in-season
- Scheduling through AD to insure this
- Have lighter weights and equipment for female sports

❖ Gym Schedule

- In-Season teams take priority
- Volleyball has access during season to either gym
- Boys & Girls Basketball Alternate Scheduling times of early (3:30 to 5:30) vs. late (5:30 to 7:30) from week to week.
 - This year – both boys and girls basketball have separate freshmen/JV practice. So each are using 2 two-hour practice times.
- Summertime scheduling is a meeting of volleyball, boys basketball and girls basketball to insure equal access

5. Next Meeting – Wednesday, November 19, 2014 – 7:30 am

Meeting #2 Title IX Gender Equity Committee

Apollo High School – Wednesday, November 19, 2014

1. Greetings – Introduction & Attendance
 - Coaches: Kristy Julian – Asst. Softball Coach & Dan Crume – Head Football
 - Students: Seniors Rebecca Buchanan (girls soccer) & Caleb Coomes (boys basketball)
 - Students: Juniors Hadley Humphrey (girls basketball & softball) & Hunter Wilson (football)
 - Parent: Carla Wilson (parent of football and softball athletes)
 - Administrators: Jon Boultinghouse – AD/Title IX Coordinator & Kyle Brown – Asst. Principal

2. Auditors will be here tomorrow at 10:30
 - Tour of indoor and outdoor athletic-related facilities (11:30 am – 1:00 pm)
 - Selected interviews (1:00 pm – 2:00 pm)
 - One male and one female student-athlete
 - Committee representatives
 - Two head coaches of female athletic teams
 - Principal, Athletic Director, School Title IX Coordinator and District Title IX Coordinator
 - Gender Equity Review Committee Meeting (2:00pm-3:00pm)

3. Uniform Policy – See attached
 - Review uniform rotation & purchase process
 - New uniforms purchased every 5 years
 - During Audit – will take a review of all Apollo's uniforms – quality, number of uniforms, how often purchased, et.

4. Athletic Trainer
 - An athletic trainer is considered a benefit
 - Apollo's trainer is here daily at 3:00 pm to see ANY athlete
 - Apollo's athletic trainer covers ALL HOME events regardless of gender and or level. The only away events our trainer attends is varsity football games.
 - If there are simultaneous home events, then the trainer will locate herself at the event with the greatest probability for injury. For example, if there is a girls soccer game and volleyball game, the trainer will be at the soccer field. . .but on call for the volleyball game.
 - FYI – the trainer is provided by the hospital, but there is no exclusive agreement for the trainer to send Apollo athletes to the hospital doctors.

Apollo Title IX Gender Equity Committee
Meeting #3 November 20, 2014 – 1:30 pm – Room 702

1. Attendance

- Coaches
 - Female – Kendra Bronsink – Head Volleyball Coach Kristy Julian – Asst. Softball Coach
 - Male – Dan Crume – Head Football Coach
- Students
 - Seniors – Rebecca Buchanan (girls soccer) & Caleb Coomes (boys basketball)
 - Juniors – Hadley Humphrey (girls basketball/softball) & Hunter Wilson (football)
- Parent
 - Carla Wilson – Son Hunter plays football / Daughter plays softball
- Administrators
 - Jon Boultinghouse – Athletic Director and Title IX Coordinator
 - Kyle Brown – Asst Principal designated for Title IX

2. Kathy Johnston – KHSAA Title IX Auditor – Findings of Audit

- Apollo Deficient and audit required due to not having meetings and conducting Student Interest Survey
 - Apollo to conduct Student Interest Survey and send results to KHSAA
 - Apollo to send minutes of all required Title IX meetings to KHSAA by March 1
- File in good shape
 - File has the majority of elements already in place. . . Very thorough documentation
 - Need to put in copy of current committee
 - Need to put in copy of all current schedule
 - Need to update transportation and send to KHSAA
 - Need to update storage space for all sports and send to KHSAA
 - Mr. Boultinghouse instructed to make corrections to Working File and have a copy in the Main Office at all times for public to view
- Facility Overview
 - Standard met . . . All facilities appear equitable and scheduled/used fairly
 - Good weight room that accommodates all genders and level of athlete
 - Major compliments to Coach Matthews as strength and conditioning coach. Interviews of coaches and athletes shows all teams/genders feel they have access to weight room and its use.
- Equipment & Supplies
 - Standard met
 - Uniform number * quality of all sports equitable
 - Budgets were equitable
- Travel
 - Standard met as having equitable transportation and per diem allowance (food)
 - As mentioned. . . need to update and document rental van use
- Lockers, Storage and Game Areas
 - Standard met
 - Boys & Girls Soccer to get new locker rooms in mezzanine bathroom conversion
 - As mentioned. . . need to update and document athletic storage plan
- Coaching Staff and Athletic Trainer
 - Standard Met. . . # of coaches equitable and district salary schedule
 - Balanced use and access to athletic trainer

- **Publicity**

- Standard Met.
- Fall & Winter programs, schedule cards, website and announcements
- Hall of Fame
- Banners
- Region Champion photos

3. **Public Forum**

- In the Apollo Library at 3:30 pm
- 8 parents attended and asked questions.

Apollo Title IX Gender Equity Committee Meeting #4 April 27, 2015 – 7:30 am – Room 702

1. Attendance

- Coaches: Kristy Julian – Asst. Softball Coach & Dan Crume – Head Football Coach
- Students: Rebecca Buchanan (girls soccer) & Caleb Coomes (boys basketball)
- Administrators: Jon Boultinghouse – AD/Title IX Coordinator Kyle Brown – Asst Principal

NOTE: Parent Carla Wilson and Junior Student Reps Hadley Humphrey and Hunter Wilson were not in attendance. However, Mr. Boultinghouse met with all 3 the afternoon of Monday, April 27 and shared the information covered at the meeting.

2. Auditor Review from November

- Found Apollo to be heading in proper direction
 - Spoke highly of all those interviewed
 - Came away with feeling that Tyler Matthews is a great benefit as he creates a sense of equal access and uniformity among all teams.
 - Apollo should be compliant at end of this school year
- We were asked to send in updates on
 - Minutes of Meetings (to be completed today)
 - Student Survey Results (to be completed today)
 - Send updates of transportation, weight room usage, storage per sport, and benefits
 - Inform coaches of option to use rental vans
 - Update Title IX Working File (completed) with above updates
 - Current Schedules were not in the file – that has been corrected
 - A list of current committee members was not in file – that has been corrected

3. Review of Title IX Permanent File

- Official File located in AD office. Main Office has exact copy for public view.
- Head Coaches will receive “guts” of file” during summer meeting as it is an overview of many Apollo policies

4. Facility Update

- Tyler Matthew will serve as the scheduler and organizer all year for weight room – including summer.
- The Boys & Girls Restrooms in the mezzanine of the Apollo Main Gym have been converted into a boys soccer and girls soccer locker room. Lockers from boys basketball will be used for each (20 lockers per)
- Coach’s Office Space – Needs to be addressed. Have 5 track coaches. . . 4 of which out of building. With Sondra Jones retiring from teaching but staying on as cheer coach. . . will have 4 cheer coaches out of building

5. Personnel

- Tyler Matthews is officially Apollo’s Strength & Conditioning Coach. . . Mr. Broughton will fund ½ of stipend and athletic the other ½
- Have just hired Apollo grad Logan Ferguson to be the new boys golf coach

6. Overview of Benefits

- Benefits are far ranging from promotions, Varsity Letter, Senior awards, Hall of Fame, publications, banners, schedule cards, announcers, funding, etc.
- All benefits are listed in Title IX working file. T
 - Fall & Winter have souvenir athletic program
 - Fall, Winter & Spring schedule cards
 - Senior Awards and all sports having varsity letters/certificates
 - ENL morning announcements & website
 - Announcers and official score personnel
 - Video scoreboard used by volleyball, boys basketball & girls basketball
 - Banners in Gym
 - Region Champion Photos in Commons Area
 - Apollo Athletic Hall of Fame (FYI – Butler County Football Game)

7. Will share student survey results on Thursday, May 1. . . . Thank you for your service.



PRELIMINARY
INTERSCHOLASTIC ATHLETICS SURVEY
Summary of Student Responses

KHSAA Form T63
Rev.4/14

School Year: 2014-2015
 School Name: Apollo
 Number of 9-11 Grade Students Surveyed: 735
 Number of 8th Grade Students Surveyed: 239
 Date: Apr 14, 2014

Number of Students Completing By Gender: Male 443
 Female 531

Instructions:

1. Summarize the Student Athletics Interest Surveys Form T-61 by entering 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 the due date of the annual report. Do not mail the student surveys (Form T-61). However, these Forms should be maintained in your files in the event they are subsequently requested.

1200 Number of Surveys Issued (sum of 9-11 and grade 8 above)
974 Total Returned / Completed
81.2% Return Percentage (returned divided by issued) (*A minimum of 80% return is expected*)

Who Administered The Survey? Jon Boultinghouse
 How Was The Survey Administered? Via Email Survey Monkey & 8th graders by paper in
 Give details on how it was administered and to which school group, Example: English classes, or all home rooms, etc. or advisee/advisor?) and to which school group, Example: English classes, or all home rooms, etc.

Enter Totals from T-61 Compilation for each Sport/Sport Activity

KHSAA Sponsored Fall Sports/Sport Activities

Cross Country	<u>59</u>
Football	<u>81</u>
Golf	<u>13</u>
Soccer	<u>58</u>
Volleyball (Girls)	<u>42</u>

KHSAA Sponsored Spring Sports/Sport Activities

Baseball	<u>28</u>
Bass Fishing	<u>11</u>
Softball	<u>50</u>
Tennis	<u>24</u>
Track and Field	<u>86</u>

KHSAA Sponsored Winter Sports/Sport Activities

Archery	<u>19</u>
Basketball	<u>103</u>
Bowling	<u>16</u>
Swimming	<u>33</u>
Wrestling	<u>15</u>

Reasons for not participating in interscholastic athletics

From Compiled T-61 Forms

<u>152</u>	I prefer other activities such as band, chorus, etc.
<u>261</u>	I don't have time
<u>113</u>	The practice schedules and game times are inconvenient
<u>65</u>	The sport I like isn't offered
<u>91</u>	It's too expensive
<u>147</u>	Working
<u>168</u>	I don't feel I have the ability
<u>97</u>	Other: _____

Apollo Athletics Transportation & Travel Plan

When Apollo Athletic Teams travel, we (Apollo Athletics) should always be mindful of balancing the needs of providing quality food/housing for our athletes with the reality of staying within our budgets. Our primary goal is to make sure Apollo Athletic Teams are able to compete against teams in our local area and provide safe transportation. In addition, on long distance or overnight trips we want to make sure all athletes are well fed and stay in clean, safe hotels but do so by being fiscally responsible as well as establishing a sense of balance and equity among all programs.

We shall follow this plan as a general outline.

First – All teams shall have a bus transportation budget. For regular season games, each team's respective budget shall pay for transportation to any opponent within 100 miles (or 1 ½ hours) travel of Apollo. Exception shall be given to teams who are required to compete against teams further than this due to KHSAA alignment (like football). Travel time over this amount are subject to approval by the principal and/or athletic director. All head coaches should meet with the athletic director – well in advance of the season – to obtain permission for the desired trip. The head coach should discuss the general plan of the trip (departure, duration, # of meals, hotel, payment, return, etc.) with the athletic director. (As a rule – make sure the AD is aware of who, what, when, and where for all trips.)

Second – Make sure you follow all proper protocols for travel. . . especially trips that are out of state and especially those trips that are overnight. Each of these will require permission in advance, paperwork (Kyle Brown) and permission from the Board of Education. In order to make sure you have ample time **START PAPERWORK AND PERMISSION FORMS 6 WEEKS IN ADVANCE.**

Third – Head Coaches may use money from their budget to pay for travel. It is the head coach's decision if budget money pays for all or just part of the athlete's travel. However, all money spent must be approved by the athletic director. In addition, budget money for food and lodging should only pay for the athletes and the coaching staff. The following shall serve as a guide for food and hotel stipends. . .

TRANSPORTATION OPTIONS – Coaches are encouraged to use school buses or the school vans for transportation to athletic events. Whenever possible, coaches are encouraged to use the school vans as they are cheaper forms of transportation. . . Apollo has a school van that is scheduled through Kyle Brown, the Apollo assistant principal. Each van must be driven by a certified Apollo coach and can transport up to 6 additional passengers. Team transportation budgets are only charged for **GAS ONLY** when using a van. . .

If a school van is not available – then coaches have the option to **RENT A VAN**. DCPS has entered an agreement with Enterprise to rent vans at a reduced cost. The team's transportation budget would pay for any costs incurred with the van rental as well as gas fill ups.

For larger teams. . . school buses will be the standard form of transportation. The charges to pay for a bus out of team's transportation budget for a regular trip (non-overnight) will be \$1.00 per mile as well as the hourly wage of the driver. For overnight trips, it is still \$1.00 per mile, plus 8 hours for the driver, as well as the driver's hotel and food expenses.

FOOD – We shall follow this as a guide for food allowances: **\$6 breakfast, \$8 lunch, \$11 supper or \$25 per day per athlete.** When making a request for money for food, please include the total # of people in the travel party and the number of meals to be covered on the PO. We shall follow the same protocol as we have in the past with submitting a PO to the AD for approval of money to be spent for hotel and food. Submit the PO at least one week in advance of the trip.

LODGING – All lodging requests are subject to the athletic director's approval. It should always be our goal to provide our athletes safe and clean lodging accommodations while being fiscally responsible. In general, coaches need to stay at places that provide a safe and clean environment at the most "affordable price" for that location. Researching the best hotel price and making reservations are the responsibility of the head coach. If traveling to a post-season event, teams will stay at the sites that the KHSAA will reimburse. For all other situations, the head coach will submit a PO to the athletic director of the hotel accommodations for approval at least two weeks prior to the departure date. Finally, the head coach and athletic director shall determine the appropriate number of athletes assigned per room based upon each team's respective needs.

Apollo Athletics – Storage Assignment Plan

Apollo High School has storage rooms that are in various locations throughout the school. Each sport/sport activity will have a designated area for its use

FALL SEASON

Girls Soccer – Storage Closet Behind Girls Main Athletic Office

Boys Soccer – Storage Closet in Boys Main Athletic

Boys Golf – Players assigned bags and keep until graduation

Girls Golf – Players assigned bags and keep until graduation

Football – Storage Closet in Football Locker room

Volleyball – Storage Closet next to Boys PE

Boys XC – Storage Closet #2 in Football Locker room

Girls XC – Storage Closet #2 in Football Locker Room

WINTER SEASON

Girl Basketball – Storage Closet Behind Girls Main Athletic Office

Boys Basketball – Storage Closet in Boys Main Athletic

Wrestling – Storage Closet off Wrestling Room

Swimming – Storage Closet #2 in Football Locker Room

Archery – Storage Area Above Little Gym Locker Rooms

SPRING SEASON

Baseball Small Storage Closet off Boys Main Athletic Office

Softball Storage Closet in Softball Press Box

Tennis Storage Shed Next to Tennis Courts

Track Storage Closet #2 in Football Locker Room and Track Storage Building