



**KHSAA TITLE IX RE-VISIT
(FORM T-50)
2010-2011 SCHOOL YEAR**

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School Name: Rowan County

The following persons are to be identified:

School District Title IX Coordinator:

| | |
|---------------------------|--|
| Name | Lucy Moore |
| Professional Title | Program Supervisor |
| Phone Number | (606-784-8928) |
| Address | 121 East Second Street Morehead, KY 40351 |

School Title IX Coordinator:

| | |
|---------------------------|--|
| Name | Roy E. Wright |
| Professional Title | Athletic Director |
| Phone Number | (606-784-8956) |
| Address | 499 Viking Drive Morehead, KY 40351 |

The following *signatures* verify the authenticity of the documents included and certify to the KHSAA that the following is an accurate and true representation of the facts surrounding compliance with 20 V.S.C. Sections 1681-1688, it. Seq. (also known as Title IX).

| | SIGNATURE | DATE |
|--------------------------------------|----------------------|-------------|
| Principal | <i>Deborah Howes</i> | 09-14-10 |
| School Title IX Coordinator | <i>Roy E. Wright</i> | 09-13-10 |
| Superintendent | <i>[Signature]</i> | 9/14/10 |
| District Title IX Coordinator | <i>Lucy Moore</i> | 9/13/10 |
| School Board Chairperson | <i>Rory Caldwell</i> | 9/15/10 |



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School Name: Rowan County

Gender Equity Review Committee Members:

| MEMBER NAME | TITLE | SIGNATURE | DATE | (✓)* |
|-------------------|-------------------------------------|--------------------------|------------|------|
| Bill Redwine | Vice Chairman, RCBE | <i>Bill Redwine</i> | 09/15/2010 | ✓ |
| Tom Daugherty | Asst. Supt. Rowan County Schools | <i>Tom Daugherty</i> | 9-14-10 | ✓ |
| Debbie Howes | Principal, RCSHS | <i>Deborah Howes</i> | 09-14-10 | ✓ |
| Penelope Alderman | Asst. Principal, RCSHS | <i>Penelope Alderman</i> | 9-14-10 | ✓ |
| Shawn Thacker | Boys Basketball, Head Coach | <i>Shawn Thacker</i> | 9-14-10 | ✓ |
| Peggy Jones | Girls Golf Coach | <i>Peggy Jones</i> | 9-14-10 | ✓ |
| Tammy Collins | Girls Tennis Coach | <i>Tammy Collins</i> | 9-14-2010 | ✓ |
| Jay Padula | Asst. Principal, RCMS | <i>Jay Padula</i> | 9-14-2010 | ✓ |
| Hannah Templeman | Student/Athlete | <i>Hannah Templeman</i> | 9-15-10 | ✓ |
| Madison Justice | Student/Athlete | <i>Madison Justice</i> | 9-14-2010 | ✓ |

- - Please check (✓) if Gender Equity Review Committee members have reviewed this final submission.



**KHSAA TITLE IX RE-VISIT
PARTICIPATION OPPORTUNITIES- SUMMARY CHART (Form T-70)
2010-2011 SCHOOL YEAR**

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| SCHOOL | ATHLETIC PARTICIPATION OPPORTUNITIES | | | |
|---------------------|---|---|--|--|
| | TEST I (Proportionality) | TEST II (History) | TEST III (Interest) | |
| Rowan County | <u>COLUMN 1</u> PERCENTAGE OF TOTAL ENROLLMENT BY GENDER | <u>COLUMN 2</u> PERCENTAGE OF TOTAL PARTICIPATION BY GENDER | <u>COLUMN 3</u> PERCENT OF TOTAL PARTICIPATION BY GENDER ADDED IN THE PAST 5 YEARS | <u>COLUMN 4</u> BASED ON RESPONSES TO THE 2009-2010 INTERSCHOLASTIC SURVEY, WAS THERE SUFFICIENT INTEREST TO FORM A VIABLE INTERSCHOLASTIC TEAM NOT ALREADY PROVIDED? (Yes/No) IF YES, IDENTIFY THE SPORT(S) |
| SCHOOL YEAR: | | | | |
| 2005-2006 | 49.9% | 47.8% | 5.1% | |
| 2006-2007 | 51% | 40% | 0 | N/A |
| 2007-2008 | 49% | 42% | 0 | |
| 2008-2009 | 51% | 41% | 0 | |
| 2009-2010 | 50.2% | 45% | 0 | N/A |
| SCHOOL YEAR: | | | | Yes. archery |
| 2005-2006 | 50.1% | 52.2% | 2.8% | |
| 2006-2007 | 49% | 60% | 0 | N/A |
| 2007-2008 | 51% | 58% | 0 | |
| 2008-2009 | 49% | 59% | 0 | |
| 2009-2010 | 49.8% | 55% | 0 | N/A |

Principal's Signature

Alborah Howard



**KHSAA TITLE IX RE-VISIT
BENEFITS - SUMMARY CHART 1, (Form T-71)
2010-2011 SCHOOL YEAR**

School Rowan County

| | SCHEDULING | | COACHING | | BENEFITS | | | | | |
|-----------------|---|--|---|---|--|--|---|---|--|--|
| | COLUMN 1 NUMBER OF SCHEDULED REGULAR SEASON VARSITY CONTESTS | COLUMN 2 NUMBER OF HOME PRIME DATE CONTESTS (either Friday, Saturday or Sunday) | COLUMN 3 EXPENDITURES FOR ALL COACHES' SALARIES* | COLUMN 4 IS THE HEAD COACH EMPLOYED FULL-TIME ON-CAMPUS? (Y/N) | COLUMN 5 EXPENDITURES FOR EQUIPMENT AND SUPPLIES* | COLUMN 6 EXPENDITURES FOR ANNUAL DUES AND FEES, CLINICS, CAMPS, WORKSHOPS, SEMINARS, COACHES' ASSOC., ETC.* | COLUMN 7 EXPENDITURES FOR PROMOTIONS/ RECOGNITION* (PUBLICITY, AWARDS, BANQUETS, ETC.) | COLUMN 8 EXPENDITURES FOR TRAVEL & PER DIEM* | | |
| | 2009-2010 | 2010-2011 | 2009-2010 | 2010-2011 | 2009-2010 | 2009-2010 | 2009-2010 | 2009-2010 | | |
| G basketball | 22 | 24 | 15161 | Y | 11819 | 262 | 3600 | 103 | | |
| B basketball | 22 | 22 | 15161 | N | 8943 | 262 | 1293 | 355 | | |
| G softball | 36 | | 10996 | Y | 1332 | 55 | | | | |
| B baseball | 31 | | 11330 | Y | 715 | 25 | 1144 | | | |
| G cross country | 10 | 10 | 3999 | N | 46 | 40 | | | | |
| B cross country | 10 | 10 | 4665 | Y | 46 | 20 | | | | |
| G golf | 15 | 16 | 3999 | Y | 324 | 25 | | 64 | | |
| B golf | 13 | 15 | 4665 | Y | 356 | 25 | | 114 | | |
| G soccer | 21 | 17 | 6850 | Y | 2677 | 25 | 263 | | | |
| B soccer | 20 | 20 | 10496 | Y | 3552 | 25 | 224 | | | |

* - Round off Expenditures to the nearest dollar



**KHSAA TITLE IX RE-VISIT
BENEFITS – SUMMARY CHART 2, (Form T-72)
2010-2011 SCHOOL YEAR**

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School Rowan County

| | | SCHEDULING | | | | COACHING | | BENEFITS | | | | SUPPORT SERVICES | | | |
|----------------|--|---|---------------|--|---|--|--|--|---|-----------|-----------|------------------|-----------|-----------|-----------|
| | COLUMN 1 NUMBER OF SCHEDULED REGULAR SEASON VARSITY CONTESTS | COLUMN 2 NUMBER OF HOME "PRIME DATE" CONTESTS (either Friday, Saturday or Sunday) | | COLUMN 3 EXPENDITURES FOR ALL COACHES' SALARIES* | COLUMN 4 IS THE HEAD COACH EMPLOYED FULL-TIME ON- CAMPUS? (Y/N) | COLUMN 5 EXPENDITURES FOR EQUIPMENT AND SUPPLIES* | COLUMN 6 EXPENDITURES FOR ANNUAL DUES AND FEES, CLINICS, CAMPS, WORKSHOPS, SEMINARS, COACHES ASSOC., ETC.* | COLUMN 7 EXPENDITURES FOR PROMOTIONS/ RECOGNITION* (PUBLICITY, AWARDS, BANQUETS, ETC.) | COLUMN 8 EXPENDITURES FOR TRAVEL & PER DIEM* | 2009-2010 | | 2009-2010 | | | |
| | | 2009- 2010 | 2010- 2011 | | | | | | | 2009-2010 | 2010-2011 | 2009-2010 | 2010-2011 | 2009-2010 | 2010-2011 |
| G swimming | 7 | | | 1906 | Y | 2717 | 13 | 297 | | | | | | | |
| B swimming | 7 | | | 1906 | Y | 2717 | 12 | 297 | | | | | | | |
| G track | 11 | | | 5332 | Y | 255 | 20 | 124 | | | | | | | |
| B track | 11 | | | 5332 | Y | 255 | 19 | 124 | | | | | | | |
| G tennis | 21 | | | 4665 | Y | | 25 | | | | | | | | |
| B tennis | 21 | | | 4665 | N | | 25 | | | | | | | | |
| G volleyball | 33 | 30 | | 9910 | Y | 35 | 140 | | | | | | | | |
| B wrestling | NA | NA | | | | | | | | | | | | | |
| G (list sport) | | | | | | | | | | | | | | | |
| B football | 10 | 10 | | 18942 | Y | 23029 | 225 | 590 | | | | | | | |

* - Round off Expenditures to the nearest dollar



**KHSAA TITLE IX RE-VISIT
(Form T-73)
2010-2011 SCHOOL YEAR**

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School Rowan County

PUBLICITY -SUPPORT GROUPS

DIRECTIONS – Please respond to the following questions or statements regarding your cheerleading squad(s) and other support groups. Add pages if more space is needed to answer any of the questions/statements. Please type or write legibly in ink.

1. How many cheerleading squad(s) will your school have for the 2010-2011 school year?

1

2. What is (are) the name(s) of each squad? For example, the following are typical names: generals, or black and gold, or boys' varsity and girls' varsity, or varsity and junior varsity.

Varsity

3. Describe, in detail, the selection process for each named squad.

Selection process was a three day tryout period open to anyone interested. The selection criteria is attached.

4. How is each cheerleading squad assigned to home and away athletic contests? Include football as well as boys' and girls' basketball (and any other sport) at the varsity and junior varsity levels. Include any rotation plans or alternating game assignments that your squads follow.

5. **Cheerleaders perform at all football games. Cheerleaders cheer all boys and girls home basketball games and no away games except post season contests.**

6. Name any squad(s) that takes part in competitive cheerleading events.

Varsity squad

7. Do you have any other school support groups such as pep band, dance teams or mascots that perform at athletic contests (Y/N)? If yes, name them and describe how they are assigned. **(Y) Pep band performs at boys and girls home basketball games. The marching band performs at home football games and away games for which travel is not an issue.**

RCSHS Cheerleading Guidelines

1. Cheerleaders must participate in all scheduled cheer activities (including, but not limited to, practices, gymnastics, games, competitions, summer camp, fundraisers, etc.) unless approved in advance by the coach.
2. Cheerleaders must be at all practices on time and properly dressed (in practice outfit, no jewelry, hair up, etc.) at the designated time for practice to begin. After a five minute grace period, there will be disciplinary action designated by the coach (for example, one lap will be run for every minute that a cheerleader is late).
3. Unexcused absences from any cheer activity will result in dismissal. (Three unexcused tardies equal one absence.)
4. All practices are closed unless approved in advance by the coach.
5. Cheerleaders are role models. They should conduct themselves that way at ALL times—whether in or out of uniform.
6. A cheerleader's behavior reflects on herself, her team, and her school. A cheerleader can be dismissed from the team if she fails to display appropriate characteristics.
7. Cheerleaders must have trust and believe totally in their team and each individual member. The team is only as strong as its weakest link and it is every cheerleader's responsibility to work together to make each member strong. Cheerleading truly is a year round activity and even after the final game is played, a cheerleader's season has not really ended. There may still be clinics, fundraisers, preparation for the following year's tryouts, banquets, etc. that all team members are expected to participate in for the good of the team.
8. Sportsmanship is a must at ALL TIMES. Cheerleaders will not be disrespectful in any way to teammates, coaches, other cheerleaders, or any individual.
9. Cheerleaders' purpose is to lead the crowd. It is your responsibility to teach them. Be enthusiastic and lead by example by working with them and the band.
10. Any conflicts with practices will be discussed on a case-by-case basis between the coach and the cheerleader. While as many positive high school experiences as possible are encouraged, a cheerleader must make the decision as to whether he/she has the time to devote to his/her team—cheer activities CANNOT be missed or it is detrimental to the team.
11. Cheerleaders will be at each game no later than the time designated by the coach (generally 60 minutes prior to game time). The cheerleaders will be dressed, stretched, and ready to cheer as soon as the pre-game minutes begin.
12. Cheerleaders will devote their full attention to the game. Games are NOT for socializing with peers. Talking during sidelines or being late after halftime is not acceptable and will result in disciplinary action designated by the coach.
13. Cheerleaders will turn off their cell phones during practices and games (unless approved in advance by the coach). Parents will be given the coach's cell phone number in case of an emergency.
14. If a cheerleader is ill and must be absent from a cheer activity, she must speak with the coach prior to the absence.
15. Any cheerleader not cheering a game is expected to be in uniform and to sit with the coach unless approved in advance by the coach.
16. Cheerleaders must attend classes on the day of a game unless excused in advance. If the absence has not been excused, she will not be permitted to cheer that night. Cheerleaders must attend classes on the day following a game in order to cheer at the next game.
17. If a cheerleader leaves school for any reason during the day of a practice or a game, she must inform the coach.
18. If a cheerleader misses a pre-game practice, she will not cheer at that game unless the absence is approved in advance by the coach.
19. Any illness or injury should be reported to the coach and athletic trainer immediately. If an injury is suffered during practice, games or other official function, efforts will be made to contact the parent immediately. (If a cheerleader has a change in phone numbers, she shall notify the coach as soon as possible.)
20. If an injury or illness incapacitates a squad member, she will not be permitted to practice or cheer for a period of time as determined by a doctor. A doctor's release form shall be submitted to the athletic trainer and coach before participation in any cheer activity resumes.
21. Cheerleaders will be responsible for their own transportation to and from all practices and gymnastics.
22. When attending out of town cheer activities, all members will travel to the activity as a group. Cheerleaders will return as a group under supervision of the coach/advisor unless prior approval is given by the coach. In order for a cheerleader to ride home with his/her parent(s), the parent must personally sign in the presence of the coach a statement to that effect. In order for a cheerleader to ride home with another parent, approval must be given by the Athletic Director after a written/signed permission statement is given to the coach prior to the trip.

Dear Parents and Cheerleading Candidate,

The time of year for annual RCSHS cheerleading tryouts has almost arrived. Our school has a great tradition of cheerleading and, without a doubt, that tradition will continue. Cheerleading clinics will be held on the following days, Wednesday, May 19th; Thursday, May 20th; Wednesday 26th; and Thursday, May 27th. The tryouts will be held in the RCSHS gymnasium each of the four evenings from 5:00 p.m. – 7:00 p.m. During the first two evenings, the candidates will be working with our senior cheerleaders on perfecting jumps, sidelines, gymnastics, the Viking *Fight Song*, and the "Viking Fans" cheer. The last two evenings the candidates will continue working on what they have learned and will present their techniques and routines. Attendance on all four evenings is required of the candidates; the judges will be observing and judging during the activities each evening. Candidates should be punctual. Hair should be pulled up, and no jewelry should be worn. Candidates want to remember that how they perform and appear during the tryout evenings will be a good indication to the judges of what they can expect to see from each candidate during the cheerleading season. Attitude, posture, and facial expressions are of utmost importance. Because this commitment each candidate is making includes playing a vital role in being a team member, evidence of this commitment should be clearly demonstrated during this time.

Candidates will need to be sure that the following is turned in to the coach by the first evening of the tryout clinic:

- A copy of current insurance card
- Physical Form (KHSAA)
- Signed portion of RCSHS Cheerleading Guidelines
- Cheer Tryout Informational Sheet
- Cheerleader Teacher Evaluation Forms

If you do not have all of the above forms turned in on the first day of tryout clinics, you will not be allowed to participate during the clinic; therefore, you will not be allowed to tryout. A Cheerleader Teacher Evaluation Form is to be given by *you* to *each* of your teachers. These are not to be given back to you by the recommending teacher. The recommending teacher should either e-mail the form

back to me at the high school or (for candidates at the Middle School) give to Jenny Pennington, RCMS Counselor, who will forward them on to me through interoffice mail.

Lucy and I are very excited to see everyone on the first day of clinics. If you have any questions in the meantime, feel free to call or e-mail.

Cheers!

Brenda Ballard and Lucy Moore

Contact information:

Brenda Ballard (606) 784-8956 (work) or (606) 776-9837 (cell)

brenda.ballard@rowan.kyschools.us

Lucy Moore (606) 784-8928 (work) or (606) 776-0106 (cell)

lucy.moore@rowan.kyschools.us



**KHSAA TITLE IX RE-VISIT
CORRECTIVE ACTION SUMMARY CHART (Form T-74)
2010-2011 SCHOOL YEAR**

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School Rowan County

| SCHOOL YEAR | COLUMN 1 ITEMS FOR CORRECTION IDENTIFIED BY THE SCHOOL ON ANNUAL APRIL 15 TH ANNUAL REPORT | COLUMN 2 STEPS TAKEN TO IMPLEMENT IDENTIFIED CORRECTIVE ACTION | COLUMN 3 START DATE AND COMPLETION DATE CORRECTIVE ACTION WAS COMPLETED |
|-------------|---|--|--|
| 2004-2005 | <p>Written policy for uniform purchases</p> <p>Coaches' stipends</p> <p>Softball facility</p> <p>Weight room schedule</p> | <p>5th year purchase rotation policy implemented in 2001-2002, 2nd cycle begins in '05-'06</p> <p>Coaches' stipends scale are factors of experience based on a percentage of district base salary for a Rank III teacher</p> <p>Press box added to existing facility in 2003. Plans are being developed for an on-campus facility.</p> <p>Times scheduled and posted upon requests from individual sports.</p> | <p>Refinement of policy is ongoing</p> <p>This scale will be reviewed periodically</p> <p>Process continues</p> <p>Strength/Conditioning coach duties assigned in Spring, 2003</p> |
| 2005-2006 | <p>Softball facility</p> <p>Experienced coaching for female sports</p> <p>Female locker room space</p> | <p>Funds for an on-campus facility are being sought</p> <p>Experience is a priority for female sports coaching vacancies</p> <p>The committee searches for funding for additional locker room construction</p> | <p>Application for community recreational grants</p> <p>Continuing as vacancies occur</p> <p>Continuing development</p> |

Principal's Signature *Deborah Howard*



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CORRECTIVE ACTION SUMMARY CHART (Form T-74)
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School Rowan County

| SCHOOL YEAR | COLUMN 1 ITEMS FOR CORRECTION IDENTIFIED BY THE SCHOOL ON ANNUAL APRIL 15 TH ANNUAL REPORT | COLUMN 2 STEPS TAKEN TO IMPLEMENT IDENTIFIED CORRECTIVE ACTION | COLUMN 3 START DATE AND COMPLETION DATE CORRECTIVE ACTION WAS COMPLETED |
|-------------|--|--|---|
| 2006-2007 | Softball facility Female sports - experienced coaches Awards display policy | On campus facility under construction Interview committees seek experienced coaches for female sports Written policy in place | Construction initiated Fall, 2006. Completion anticipated in Spring, 2007. Process continues Awards displayed as earned |
| 2007-2008 | Female locker room space Policy for uniform purchases Softball facility Awards display policy Improve oversight of booster expenditures Experienced coaches for female sports | Committee will search for grants/funds for locker room construction 5-year rotation plan was implemented in 2001-2002 school year On campus facility Written policy in place Boosters informed through development and distribution of booster club policies Seek experienced coaches for female sports | Continuing Rotation refinement is ongoing Construction began in Fall, 2006 and completed in Spring, 2008 Policy needs refinement Ongoing process Search continues as vacancies occur |

Principal's Signature *Michaela Hanna*



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CORRECTIVE ACTION SUMMARY CHART (Form T-74)
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School Rowan County

| SCHOOL YEAR | COLUMN 1 ITEMS FOR CORRECTION IDENTIFIED BY THE SCHOOL ON ANNUAL APRIL 15 TH ANNUAL REPORT | COLUMN 2 STEPS TAKEN TO IMPLEMENT IDENTIFIED CORRECTIVE ACTION | COLUMN 3 START DATE AND COMPLETION DATE CORRECTIVE ACTION WAS COMPLETED |
|-------------|---|--|--|
| 2008-2009 | Softball Facility Uniform purchase policy Improve administrative oversight of athletic budgets/expenditures | Construction of on campus facility The rotation policy for uniform purchases was completed/implemented in 2001-2002. The development of a district athletic policy handbook. | Games played on the field in Spring, 2008. Finishing details are in process. Process is ongoing. The policy was revised in 2008-2009 changing baseball's rotation year due to fiscal inequities. The development of an athletic handbook is initiated. |
| 2009-2010 | Baseball Facility Improve administrative oversight of athletic budgets Additional female locker space Awards display | On campus facility planned Develop athletic policy handbook Construction of softball locker room Display policy written | Plans on hold due to budget concerns Handbook completed in summer - 2010 Completed summer - 2010 Display policy included in handbook |

Principal's Signature

Michael Hines