



**KHSAA TITLE IX RE-VISIT
FINAL AUDIT REPORT**

(For schools re-visited during the 2006-2007 school year)

School: **Heritage Academy – Florence, Kentucky**
 Prepared By: **Gordon Bocock**
 Date of Re-Visit: **December 12, 2007**
 Telephone Number of Reviewer: **(859) 299-5472**
 Reviewed By: **Larry G. Boucher**

1. Completed Required Forms

- Verification of Forms (Form GE-50) Yes No
- Participation Opportunities Summary Chart (Form T-70) Yes No
- Benefits Summary Charts (Forms T-71 & T-72) Yes No
- Benefits Publicity (Form T-73) Yes No
- Corrective Action Plan Summary Charts (Form T-74) Yes No

2. Opportunities Component of Title IX Compliance

Area of Compliance:
(Check One or More)

X	A	Substantial Proportionality
X	B	History and Continuing Practice Of Programs Expansion
X	C	Full and Effective Accommodation of Interest and Abilities

- A). Was the Substantial Proportionality Test (T-1) an area in which the school met Title IX Opportunities compliance?
Yes No

Comments: At the present time Heritage Academy appears to be in compliance for the Opportunities Test 1.

- B). Was the History and Continuing Practice of Program Expansion Test (T-2) an area in which the school met Title IX Opportunities compliance?
Yes No

Comments: At the present time Heritage Academy appears to be in compliance for the Opportunities Test 2.

- C). Was the Full and Effective Accommodations of Interest and Abilities Test (T-3) an area in which the school met Title IX Opportunities compliance?
Yes No

Comments: In the past Heritage Academy was in compliance in the area of meeting the needs of the students interests.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?
Yes No

Comments: A new survey was to have been conducted in the 2005-2006 School Year, but the results of this survey were not turned in with the April 2006 Annual Report. In the past Heritage Academy was in compliance in this area of surveying the student body. The Gender Equity Committee is to take the Survey that will be "required" with the April 2007 Annual Report and look closely at the student interests. If there is sufficient interest in a particular area the Gender Equity Committee should establish the ways to see if this interest is real and genuine. The Gender Equity Committee should send a report with the Survey.

4. Checklist of the Title IX Components of the Interscholastic Program

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		Heritage Academy is doing a good job providing opportunities for a school with such a small enrollment. The Gender Equity Committee needs to work with the Athletic Director to assure that the Student Interest Surveys are being conducted and that the results of these surveys are followed up and the results placed in the School's Title IX File as well as being sent to the KHSAA with the Annual Reports in April. <u>The Gender Equity Committee is informed that a Student Interest Survey will be required with the April 2007 Annual Report.</u>
Equipment and Supplies	X		At the present time no deficiencies were found with equipment and supplies. All of the uniforms for both boys and girls teams were of excellent quality. A Uniform Replacement Policy appears to be in place but a copy was not available in the School's Title IX File. In the student/athlete interviews there was some concern with uniform issues. <u>The Gender Equity Committee is to look into this situation and adopt a Uniform Replacement Policy that would include all the boys' and girls' athletic teams and to assure that the uniforms stay at a high quality. A copy of the new policy should be placed in the School's Title IX File and a copy shall be sent to the KHSAA with the 2007 April Annual Report.</u>
Scheduling of Games and Practice Time		X	At the present time Heritage Academy is not rotating the boys and girls basketball practice. <u>The Gender Equity Committee must meet and prepare a statement/policy that will bring this issue into an equitable situation.</u> A copy of this new policy should be placed in the School's Title IX File and a copy sent to the KHSAA with the 2007 April Annual Report. In regard to Prime Date scheduling it appears that Heritage Academy is having some problems. The Gender Equity Committee should meet with the Athletic Director and go over the current schedule and see how this can be corrected for the 2006-07 year. The Gender Equity Committee needs to meet with the Athletic Director and the respective coaches to set

Scheduling of Games and Practice Time Cont'd			<p>guide lines to assure that Prime Date scheduling is not an issue in future years. The Gender Equity Committee should continue to look at the Prime Time schedules each year to assure the schools stays in compliance. <u>The Gender Equity Committee needs to establish Corrective Action to assure that this area that is now deficient will come back into compliance.</u> This corrective action plan shall be sent to the KHSAA with the 2007 April Annual Report.</p>
Travel and Per Diem Allowances	<p style="text-align: center;">X</p>		<p>After the student and coach interviews, it appears that the school is in compliance in the area of travel. <u>The Gender Equity Committee is to establish a Travel Policy that would include all aspects of travel.</u> A copy of this new policy should be placed in the School's Title IX File and a copy sent to the KHSAA with the 2007 April Annual Report.</p>
Coaching	<p style="text-align: center;">X</p>		<p>It appears at the present time that Heritage Academy is in compliance in regard to coaching salaries. It is recommended that the Gender Equity Committee place a copy of the coaching salaries and/or extended employment for the members of the athletic staff in the School's Title IX File.</p>
Locker Rooms, Practice and Competitive Facilities		<p style="text-align: center;">X</p>	<p>At the present time there is a big difference in the Baseball/Softball practice and competitive facilities at Heritage Academy. A corrective action plan is in place to turn this situation around by the start of the 2007 Softball Season. The Gender Equity Committee is to stay active with the development of the new Softball Complex and to make sure that the Softball plans stay in line to be at least equal to the facility the boys have for baseball. Digital pictures of the new softball complex are to be sent to the KHSAA with the 2007 April Annual Report.</p>

Medical and Training Facilities and Services	X		The location of the weight room is in the boys dressing room which makes the situation better for boys than for girls. There is nothing about the current weight room that is female friendly. <u>The Gender Equity Committee is to look into the weight room situation and to make recommendation to the school that may well make the situation better for all the students.</u> A copy of this possible corrective action should be included with the 2007 Annual Report.
Publicity	X		<u>The Gender Equity Committee is to establish a policy specifying the criteria and qualifications for the placement of banners and/or pictures in the gymnasium and other commons areas of the school</u> to ensure that all participants and teams have an equal opportunity for this exposure. A copy of this new policy should be placed in the School's Title IX File and a copy sent to the KHSAA with the 2007 April Annual Report.
Support Services	X		It appears at this time that the school is in compliance in this area.

5. Brief Summary/Analysis of the Corrective Action Plan (Form T-60)

Heritage Academy is a small, relative new school in Northern Kentucky that is doing a lot of things right with Title IX, but one of their biggest problems deals with Corrective Action. Basically their past corrective action plans have not shown the intent they have for the future to correct problems, nor do they reflect the advancements the school has made in regard to Title IX. No documentation is in the School's Title IX File that would reflect where they have been or where they are going. The Gender Equity Committee needs to get involved and work as a team and start putting together a listing of the steps the school has made with Title IX since the 1999-2000 school year. The KHSAA Audit Team discussed several items that need the attention of the Gender Equity Committee at Heritage Academy in regard to policy development and making these policies a permanent part of the school's Athletic Program.

- The Gender Equity Committee is to complete a Student Interest Survey and do a complete follow up to determine if the student interest is real and genuine and to send a copy of this report to the KHSAA with the April 15, 2007 Annual Report.
- Please submit to the KHSAA, no later than April 1, 2007 a copy of an adopted policy regarding a uniform replacement schedule for all teams that participate in athletics at your high school. A copy of this intended replacement and review process should be provided to all head coaches and must be placed in your school's Master Title IX File.
- The Gender Equity Committee is to look at the deficient area of Scheduling of Games and Practice Time and to prepare the Corrective Action necessary to bring the school back into compliance in this area . . . a copy of the corrective action plan shall be sent to the KHSAA with the April 15, 2007 Annual Report

- Submit to the KHSAA, no later than April 1, 2007 a copy of a school wide policy that addressed the school's uniform policy with regard to the travel and per diem allowances for both male and female sports. A copy of this policy should be distributed to all head coaches and a copy must be maintained in your school's Master Title IX File.
- The Gender Equity Committee is to look at the area of Locker Rooms, Practice and Competitive Facilities and in particular the area that has the school deficient . . . Softball/Baseball issues.
 - Corrective Action would include the plans for the upgrade to the Softball complex
 - Digital pictures of the upgrade are to be sent to the KHSAA
Pictures and report are due to the KHSAA with the 2007 Annual Report.
- Submit to the KHSAA, no later than April 1, 2007 a copy of an established policy with regard to determining who and when an athlete or team will be honored with banners, awards or recognition and what the school's adopted standard accomplishments must be in order to receive such recognition. A copy of this policy should be provided to all head coaches and a copy must be kept in the school's Master Title IX File.
- Your school is directed to meet with the Gender Equity Review Committee in October, January and April of school years 2007-08 and 2008-09. A copy of the meeting minutes must be submitted to the KHSAA within one week of the meeting. A listing of Committee members must be noted within the minutes as well as those who were in attendance at each meeting. Your Gender Equity Committee should contain, among other appropriate members, two students and two parents. A quorum of Committee members must be present at each meeting.
- Submit to the KHSAA no later than April 1, 2007 a copy of a written and mutually signed understanding and/or agreement between your high school and related booster organizations as to fact that your high school's administration will oversee all expenditures, whatever the source, which provide benefits of any nature to your school's high school male and female athletes.
- The KHSAA maintains a complete Title IX Master File on your school. Our Master File contains all correspondence, reports, etc. relating to your historical efforts to reach Title IX compliance. If you wish, we will be glad to assist you in updating your school's own required on-site Master Title IX File. Should you wish that assistance, please contact me (LBoucher@khsaa.org), or my assistant Fay Isaacs (Fisaacs@khsaa.org), with that request. The charge is 10 cents per page copied. Depending on the size of your file that we maintain at the KHSAA, the total cost would not generally exceed more than \$60.00.
- Submit to the KHSAA, no later than April 1, 2007 a copy of a documented weight room usage schedule for both male and female athletes at your high school. This schedule should be provided to all head coaches and must be posted in view in your weight room and maintained for review within your school's Master Title IX File.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

At the present time the areas of concern at Heritage Academy are

- The basketball practice issues that will need a corrective action plan.
- The Prime Date issues that will need a corrective action plan.
- The Softball Field issues that will need a corrective action plan.

7. KHSAA Recommended Action in relation to new deficiencies ...

None at this time.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

It is pointed out that for two years in a row Heritage Academy has been deficient in getting the Annual Report in on time. The report is due in April of each year and it has been, after several requests, August the report has been filed. It is pointed out that the 2007 Annual Report is due on or before April 15. Failure to meet this deadline this year will result in KHSAA Action.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Bert Chapel – 859-252-0213

District Level Title IX Coordinator: Howard Davis, Jr. – 859-525-0213

Name	Title	Telephone
Gordon Bocock	KHSAA Audit Team	859-299-5472
Gary Lawson	KHSAA Audit Team	859-299-5472
Trisha Hutt	Female Student Athlete	859-252-0213
Stephen Montgomery	Male Student Athlete	859-727-0038
Naarah Pyscher	Girls Volieyball Coach	859-359-4227
Howard Davis, Jr.	Principal	859-525-0213
Stephaie Edgerly	Girls Softball Coach	859-431-8535
Bert Chapel	Athletic Director	859-525-0213

10. Comments . . . No one showed up for the Public Forum.

The Heritage Academy Gender Equity Committee agrees with the following policies:

1. Uniform replacement schedule.
2. Travel and per diem allowances.
3. Heritage team and individual honors.
4. Heritage weight room policies.
5. Corrective action for practice time and game scheduling.
6. Heritage Booster Club and fundraising organizations.
7. Equality of baseball and softball facilities.

Howard Davis, Administrator

Bert A. Capel, Athletic Director

Stephanie Edgerly, Teacher/Softball Coach

Naarah Pyscher, Teacher/Volleyball Coach

Trisha Rutt, Student

Stephen Montgomery, Student



Handwritten signatures of the committee members, including Howard Davis, Bert A. Capel, Stephanie Edgerly, Naarah Pyscher, Trisha Rutt, and Stephen Montgomery.

Heritage Academy
Gender Equity Committee

Meeting: August 17, 2006, 9:00 a.m.

Coordinator: Bert Capel, Athletic Director

Committee: Members

- Howard Davis: Principal, Administrator *Howard Davis 466-7412*
- Bert Capel: Athletic Director *Bert Capel 359-4227*
- Naarah Pyscher: Teacher, Volleyball Coach
- Stephanie Edgerly: Teacher, Softball Coach
- Stephen Montgomery: Student, Athlete *Stephen Montgomery 727-0038*
- Trisha Rutt: Student, Athlete

New Business Agenda:

1. Roll Call
2. Appoint secretary to take minutes of all Gender Equity Committee meetings during the 2006-2007 school year.
3. Overview of Gender Equity Committee.
 - a. Information concerning scope and purpose of the committee.
 - b. Individual roles of committee members.
 - c. Projected dates and times for future meetings during the 2006-2007 school year.
4. Presentation and discussion of various recommendations listed in the KHSAA Gender Equity annual submission report.
 - a. A Gender Equity Committee should be formulated every year.
 - b. Student athletes should be part of this committee. Name and contact information should be included.
 - c. The Gender Equity should meet in September, December, and March.
 - d. The Gender Equity Committee should meet as soon as possible, minutes documented, and results submitted to the KHSAA.
 - e. The T-63 Survey Report was not included in the Heritage Annual Title IX report for 2005-2006.
 - f. T-35 and T-36 forms reflect an inequity in expenditures for boys and girls sports teams.
 1. The boys basketball team received \$900 dollars more than the girls basketball team.
 2. The figures and percentages posted seem to be different than that of the accumulated total at the bottom of form T-36.
 - g. Form T-41 (evaluation of locker rooms, practice and competitive facilities), seems to reflect the same corrective action plan as last year in regard to the construction of a softball field.
 - h. All of the above issues should be evaluated and submitted to the KHSAA by October 15, 2006.

Gender Equity Committee organizational meeting: 8/17/06

Committee Members-

Trisha Rutt - student/athlete sophomore
Stephen Montgomery - student/athlete senior
Stephanie Edgerly - teacher/coach
Naarah Pyscher - teacher/coach
Howard Davis, Jr. - administrator/coach
Bert Capel - administrator/coach/presiding officer

1. Roll- absent Trisha Rutt
2. Stephanie Edgerly was appointed secretary. Nominated by Naarah Pyscher and seconded by Bert Capel.
3. Purpose-
 - a. Monitoring fairness of funds, materials, facilities, etc. between the differing sports; with special attention to gender equality.
 - b. To fulfill recommendation of the KHSAA.
4. Individual roles of committee members:
 - a. Trisha and Stephen will be the voice of the student body. (What sports do the students want made available, their feelings of equity, etc.)
 - b. Stephanie and Naarah will represent girls sports and the teaching staff.
 - c. Bert and Howard will represent boys sports and the administration
 - d. each member is encouraged to honestly and openly share their opinions and recommendations and the opinions and recommendations of those they represent.
5. Projected times and dates for future meetings: September 6 @ 2:20p.m.; December 6 @ 2:20p.m.; March 7 @ 2:20pm. (other meetings will be added as if the need arises)

6. Presentation and discussion of various recommendations listed in the KHSAA Gender Equity annual submission:
- a. formulation of a Gender Equity Committee
 - first meeting was held today, August 17, 2006 at 9:00am in the Heritage Academy library.
 - b. Make student athletes part of committee:
 - Trisha Rutt and Stephen Montgomery were selected by both teachers and coaches.
 - Their personal information was collected
 - c. Establish meeting times in September, December and March:
 - see #5
 - d. Committee should meet as soon as possible, minutes documented and results submitted to the KHSAA:
 - meeting held 8/17/06, minutes documented by secretary, minutes will be submitted to presiding officer by 8/21/06
 - e. T-63 Survey Report was not included in the Heritage Annual Title IX report for 2006-2007:
 - Mr. Davis stated for the record: "I want to reiterate the purpose of the meeting. It is to address the problems that were found in our system and to find ways to correct the areas that have been over looked."
 - The T-63 Survey will be distributed to each student via their homeroom teacher beginning the week of 8/21/06.
 - The surveys will be collected and returned to the Athletic Director, Bert Capel
 - f. 1. T-35 and T-36 forms reflect an inequity in expenditures for boys and girls basketball teams. 2. The figures and percentages posted seem to be different than that of the accumulated total at the bottom of form T-36.
 1. There was an extra \$900 dollars spent on the boy's basketball team versus the girl's basketball team.
 - Answer given by both Bert Capel and Howard Davis, Jr.: There was an influx of boys on the team which

created a demand for more J.V. uniforms. Uniforms were only added as needed. The girl's team had decreasing numbers this year and had no need for additional uniforms.

- Noted: Expenditure of school is based on need and stability of funds to provide uniforms, etc. It is on a year to year basis.

2. Mr. Capel and Mr. Davis both went over the figures and could not find reason for a discrepancy

- Answer: The board appointed Naarah Pyscher who is the head of our math department to address this discrepancy and to report her findings at our next meeting or when they become available.

g. Form T41 (evaluation of locker rooms, practice, practice and competitive facilities) Complaint: Heritage stated that all accommodations were equal, but corrective plan for construction of softball field did not seem any different than last year.

- Mr. Capel first addressed the issue of locker rooms and equipment.

Response from committee present was that these items were equal among all teams.

- Response to softball field issue:

1. Construction on field surface began in the spring of 2006. The field was not completed then due to need of certain machinery and the expense of a backstop and other items needed for completion.

-noted: Stephanie Edgerly, girls head softball coach, noted that progress has been made and that the girls were able to use the field for practice all season unlike previous seasons when they were forced to use other facilities off campus. Also there was good cooperation between the softball and baseball teams in using the same area at the same time. All other equipment needed was received promptly.

2. A report will be submitted detailing the completion of the Softball field. Including a time table and means of completion.

h. All of the above issues will be evaluated and submitted to the KHSAA by October 15, 2006.

2. A detailed report will be submitted detailing a Timetable on the completion of the softball field and the steps that will be taken to complete it.

6. Next meeting will be held September 6 @ 2:20pm

7. Mr. Capel makes a motion to adjourn, seconded by Mr. Davis

8. Adjourned 10:00 am

Capel

HERITAGE ACADEMY
GENDER EQUITY COMMITTEE

Meeting: September 13, 2006, 3:30 p.m.

Coordinator: Bert Capel
Athletic Director

Committee Members

- Howard Davis, Principal *HD*
- Bert Capel, Athletic Director *BC*
- Naarah Pyscher: Teacher, Volleyball Coach *NP*
- Stephanie Edgerly: Teacher, Softball Coach
- Stephen Montgomery, Student, Athlete
- Trisha Rutt: Student, Athlete

Agenda:

Role Call

Old Business:

- A. Agenda and minutes were sent to KHSAA following our first meeting.
- B. Distribution and culmination of the T-63 student survey and report. (Bert Capel)
- C. Discrepancy in expenditure reported on the Annual T35-T36 forms. (Naarah Pyscher)
- D. Report detailing the completion of softball field, including time table and plans to finish for the 2007 season. (Howard Davis)

New Business:

- A. Preparation for KHSAA Audit Team to visit Heritage Academy this year. Next scheduled meeting December 6, 2006, 3:30 p.m. *C.*
- B. Discussion concerning the adding of new sports in near future.

Gender Equity Board Meeting ~ 9/13/06 ~ 4:00 pm

1. Role Call:

Members Present: Howard Davis, Jr., Bert Capel, Trisha Rutt, Naarah Pyscher, Stephen Montgomery, Stephanie Edgerly.

2. Meeting Coordinator : Bert Capel Minutes : Stephanie Edgerly

3. Old Business:

- a. Agenda and Minutes from last meeting were sent to and received by the State board.
- b. Handed out 85 sport surveys to the 8th-12th homerooms
 - i. received 75 complete surveys back
 - ii. sent results to the State
- c. Discrepancy in expenditure report
 - the total was found to be incorrect.
 - Mrs. Pyscher , Math teacher, recalculated the numbers to show a 1.3% change
 - This was reported to the State board
- d. Timetable for completion of softball field: (noted in the minutes by Mr. Davis)
 - September 2006 dirt on both softball and baseball fields will be turned
 - October - February 2006-07: Fund raising will begin to raise money for the purchase of a backstop and other needed materials for the completion of the softball field (approx. cost 1,500 to 2,000)
 - Field will be ready for competitive softball play by the beginning of the 2007 softball season

2. New Business:

a. Audit team visit: Mr. Capel introduced the letter sent by the State board about the audit visit. He suggested we go over letter again ourselves to know to be prepared for the visit.

b. Discussion of student survey and the question of adding new sports:

- Mr. Capel asked for feedback about the results.
- Would adding new sports water down our current sports.
- Would it upset the balance of the number of sports for boys and girls
- What happens if a girls team can be added and not a boys team or visa-versa
- Stephen Montgomery noted that he saw a fairly high student interest in Tennis with girls but was not sure about the boys.
- Coach Capel suggested that Stephen and Trisha go back and with a more narrowed down survey. This survey will include the top three sports voted on by the students: those being cross country, tennis and track. The survey should be conducted the week of Sept. 25th and returned asap. Results will be discussed by the next meeting.
- Also find out from students who are interested in being part of intramural

- Meeting adjourned at 4:58 pm

- Next meeting scheduled for December 6, 2006

Softball Field Update

Due to weather, restraints and some construction issues with J & L Construction Company, the completion date was moved to April 19, 2007. The field will still be ready for the first home softball game.

Uniform Replacement Schedule (Boys and Girls)

1. Athletic uniforms are provided for all junior varsity and varsity sports offered by Heritage Academy at the interscholastic level.
2. Uniforms provided by Heritage Academy will be of like quantity style and school colors for both male and female athletic teams
3. All uniforms are for use by the athlete during the duration of the season. They shall be returned to the coach at the conclusion of each season. All items distributed shall be returned in good shape. This is the responsibility of the student athlete.
4. Following each season all uniforms shall be collected by the head coach and checked for content as well as specific uniform condition.
5. Uniforms in poor condition will be replaced on need basis so all team uniforms, both male and female, will be alike and represent our school in a positive way.
6. Heritage Academy may determine the necessity to change any uniform style and replace existing uniforms. This will be done in consideration of athletes, coaches, administration, and the gender equity committee. In such situation both boy and girl team uniforms for the same sport will be replaced. The exception would be a previous style of uniform will be kept because of traditional school preference.

Student Survey Follow-Up

Steve Montgomery, at the request of the Gender Equity Committee, was asked to do a follow-up survey relative to three sports that rated high on the annual student survey. The three areas of interest are, male and female track, male and female cross country, and tennis for male and female. All three sports are a consideration at the interscholastic level.

Steven's report reflected interest in all three sports with tennis rating the most interest, secondly cross country, and track having least interest.

When presented to the administration several issues came to mind.

1. Many students noted in this narrowed survey reflected people already playing an interscholastic sport during the same season.
2. Would adding a new sport water down the existing program which is already limited by the overall student population?
3. There is still a question as to the accuracy of the second narrowed survey.

The result will be a further investigation of the students that have an interest in tennis with consideration of starting a tennis program (male and female) for the upcoming school year 2007-2008. Also there is a consideration of cross-country as a possible additional sport for male and female students.



2005-2006 INTERSCHOLASTIC
ATHLETICS SURVEY
Summary of Student Responses

KHSAA
Form T-63
Rev. 9/05

School Name: HERITAGE
School Enrollment: 69 (+16-8TH GRADE) (SHOULD AGREE WITH FORM T-1)
Date: 9/1/06
Completed By: BERT A. CUMMINS

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, 2006. 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.

85 Number of Surveys
70 Total Returned (*A minimum of 80% return is expected*)
✓ Grades Surveyed (*Should be grades 9-11 and 8th grade if school has a feeder system*)

How Was The Survey Administered? DURING HOME ROOM
(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*)

12 Cross Country (Girls)
8 Cross Country (Boys)
21 Football (Boys)
1 Golf (Girls)
8 Golf (Boys)
9 Soccer (Girls)
11 Soccer (Boys)
12 Volleyball (Girls)

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

- 6 Basketball (Girls)
- 30 Basketball (Boys)
- 0 Indoor Track (Girls)
- 0 Indoor Track (Boys)
- 8 Swimming & Diving (Girls)
- 14 Swimming & Diving (Boys)
- 4 Wrestling (Boys)

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

- 19 Baseball (Boys)
- 12 Fast Pitch Softball (Girls)
- 8 Slow Pitch Softball (Girls)
- 12 Tennis (Girls)
- 10 Tennis (Boys)
- 7 Track (Girls)
- 15 Track (Boys)

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

- 23 Archery
- 5 Field Hockey
- 33 Bowling
- 2 Boys' Gymnastics
- 10 Girls' Gymnastics
- 14 Ice Hockey
- 9 Boys' Lacrosse
- 5 Girls' Lacrosse
- 18 Rifle
- 8 Rodeo
- 4 Boys' Volleyball
- 9 Water Polo
- 5 Weightlifting

Number of Students who participate in Intramural Sports

(*From Student Survey T-61 Question 5*)

<u>Sport</u>	<u>Number</u>
<u>0</u>	<u>0</u>

List Intramural Sports students are interested in adding:

(From Student Survey T-61 Question 6)

<u>Sport</u>	<u>Number</u>
SOCCER	(7)
TENNIS	(4)
FRISBEE GOLF	(2)
FLAG FOOTBALL / FOOTBALL	(11)
BOWLING	(3)
TRAIL (1) CROSS COUNTRY (1) WRESTLING (1) RUGBY (5) BASKETBALL (2) HOCKEY (1)	

Participation in Non-School Sports Activities

(From Student Survey T-61 Question 7)

<u>Sport</u>	<u>Number</u>
SOCCER (1) GYMNASIUM (1)	
TENNIS (1) MOUNTAIN BIKING (1)	
FOOTBALL	(4)
BASKETBALL	(6)
BASEBALL	(4)
GOLF	(2)
CHEERLEADING	(1)
DANCE	(1)
VOLLEYBALL	(2)

Reasons for not participating in interscholastic athletics

(From Survey Question 8)

- 3 I prefer other activities such as band, chorus, etc.
- 9 I don't have time
- 2 The practice schedules and game times are inconvenient
- 7 The sport I like isn't offered
- 1 It's too expensive
- 1 I prefer to participate in club or intramural sports
- 1 Working
- Other:

Student Suggestions to encourage participation

Harold Denny
Principal's Signature

9-7-06
Date

Corrective Action for Practice Time and Game Scheduling

1. All athletic teams, both male and female will be provided equal practice time relative to duration and time of day.
2. Basketball: Normal available school practice time is 2:30 p.m. until 5:30 p.m., Monday, Tuesday, and Thursday. At 2:30 p.m. until 5:00 p.m. on Wednesday and Friday. Varying available time on Saturdays.

-Boys and girl's team shall split existing practice times so both have same duration of time available to them.

-Each team will rotate weekly having an opportunity to have the early practice session and the later practice time.

-Saturday practice time will be divided equally according to available time, using the same rotation of prime sessions.

3. Volleyball has the entire practice time from 2:30 p.m. – 5:30 p.m. daily with no male team conflicts.
4. Boy's golf is handled through local golf courses.
5. Softball and baseball have their own practice and game facilities.
6. Heritage Academy will adhere to KHSAA prime time scheduling for boys and girls varsity basketball games.
7. In order to insure proper prime time dates all schedules will be reviewed by the administration and the gender equity committee.

Heritage Team and Individual Honors

1. Any team male or female that completes their season as conference/regional or state champions/runner-up will have a banner made in their honor with their individual names listed, and displayed in the school gymnasium.
2. Heritage Academy will honor all male and female basketball players who have scored 1000 points by placing their name on a 1000 Point Club Banner displayed in the gym.
3. All players male and female who have scored over 2000 points in their Heritage career shall be honored by having their name placed on the 2000 Point Club Banner displayed in the gym.
4. All awards achieved by male and female teams represented by a trophy or plaque will have these awards displayed in the Heritage Trophy Case located in the school gym.
5. Each year a male and female athlete is chosen as the athlete of the year. These athletes are chosen by the Heritage administration using the following criteria.
 - Athletic accomplishment in multiple sports.
 - Academic achievement.
 - Character.
 - Sportsmanship.
 - School and community representation.

These male and female athletes are honored at the annual school awards banquet and have the name placed on the athletes of the year trophy displayed in the school trophy case.

6. All student athletes male and female will be honored at the annual Heritage Award Banquet. These students receive recognition in the following categories (male and female).
 - Being part of a Heritage athletic team including cheerleading.
 - Academic/Athletic awards.
 - Conference, regional, state honors.
 - Individual team honors (selected by coaches).
 - Offense
 - Defense
 - MTXE

Travel and Per Diem Allowances

1. Heritage Academy will provide the transportation of all athletic teams to and from varsity and junior varsity games.
2. Heritage will provide transportation to games using two sources.
 - A school bus will be used for all girls and boys games when it is available.
 - In some situations the male and female teams will be playing at the same location and will be transported together.
 - When school bus is not available, Heritage will set up parental drivers to transport all players to and from games (see coaches manual).
3. When a travel stop for food is planned, male and female athletes will bring their own money. There is no per diem allowance for any player in traveling situations. If Heritage Academy should elect to provide a travel meal in certain circumstances, then it will be available to both male and female teams.

VII. Transportaion

- A. Vehicles will be provided by Heritage Academy vans, school bus, tour bus, and cars.
1. Coaches and parents work together supervising the athletes.
 2. All athletes should conduct themselves in a respectful orderly manner at all times being a positive representative of Heritage Academy.
 3. Any athlete showing disrespect for authority or improper conduct should be reported for proper disciplinary action.
 4. Coaches are responsible to see that vehicles are cleaned of any papers, inspect upon return trip.
 5. All drivers are required to stay with other team vehicles if transporting athletes for safety reasons. The entire team caravan should move together as a group when traveling together to athletic contests and on return trip home.
 6. All athletes are required to ride in designated vehicles unless they are in the company of their parent - at Coaches discretion.
 7. No student drivers are permitted to transport athletes.
 8. All traffic laws should be followed by athlete transport drivers.
 9. Coaches are encouraged to keep girls and boys teams separate.
 10. Casual conversation at a normal talk of voice is necessary for safety.
 11. Any vehicle being used shall be inspected and fueled prior to departure trip.
 12. Itinerary's shall be given to athletes prior to athletic road trips.
 13. Team appearance is important for proper school representation. The following dress code shall be closely followed.
 - a. All boys teams shall travel in dress shirts and ties while following proper school dress code attire. (Except when dressing facilities are not provided, team uniforms may be worn at coaches discretion.)
 - b. All girls teams shall travel in clothes which adhere to the school dress code with emphasis on sharp appearance that represents our school
 - c. Team warm-ups will be provided for return trips. All players shall dress the same and look like a team when leaving a game facility.

Heritage Academy Weight Room Policy

1. Heritage has one complete weight room for use by the physical education department and all male and female athletes.

- Free weights
- Weight machines
- Jump ropes
- Plyometric equipment
- Miscellaneous work out equipment

2. All students and teams using the weight room must be supervised by the Heritage Athletic Department, staff.

3. The Heritage weight room is located in the men's locker room area do to necessity. Use of this room will be allowed for both male and females. Following this schedule:

- Male athletes and teams will use the weight room Monday, Wednesday, and Friday at 3:00 p.m. – 5:00 p.m.
- Female athletes will use weight room Tuesday, Thursday, and Saturday at 3:00 p.m. – 5:00 p.m.

4. The Heritage weight room is female friendly even though it is located in the male locker room area.

- The room is clean and bright.
- Equipment is in good condition and appropriate for use by male and female athletes.
- Area is exclusive and private during times of scheduled use.

Heritage Booster Club and Fundraising Organizations

1. Heritage Academy does not have any booster club or other fundraising organization.
2. All monies provided or funds raised, allocated to the athletic department comes from the school administration. Any and all expenditures are disbursed evenly and fairly taking into consideration both the male and female teams as stipulated by KHSAA Title Nine per amateurs.