

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

(For schools re-visited during the 2007-2008 school year)

School: **Shawnee High School**
Prepared By: **Jenny McCarty**
Date of Re-Visit: **February 29, 2008**
Telephone Number of Reviewer: **(502) 223-6965**
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)

<input type="checkbox"/>	A	Substantial Proportionality
<input type="checkbox"/>	B	History and Continuing Practice Of Programs Expansion
<input type="checkbox"/>	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: Upon review of the prior three years' annual reports, auditors determined that it appeared the school had not been reporting their calculations of the double and triple count of participants correctly. According to the data submitted on the 2004-2005 annual report, it appeared the school met the standard for Test One. The data submitted for the annual reports for 2005-2007 indicated that it did not appear the standard was met for Test One for both years.

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:

Upon review of the annual reports for the previous three years it is was clear to auditors that the school is not reporting the calculations correctly for this component to be measured.

Beginning with the 2004-2005 report the calculations were not correct in Column 5 (Percent of Total Participation by Sex Added in the Last 5 years). The 2005-2006 report indicated that the school actually had one fewer team than it had the prior year. The data from 2005-06 indicated that of the 31 female participants, 20 had been added since the beginning of the 2001-2002 school year. When reviewing this data with the Gender Equity Committee school officials stated that this data could not have been accurate. The 2006-2007 annual report data indicated the school offered one more sport than the previous year. The data indicated that of the 43 participants, 33 had been added since the beginning of the 2001-2002 school years. Once again school officials indicated that this could not have been accurate.

Auditors explained to school personnel how to accurately double and triple count athletes and explained how participants should be accurately counted for the number of participants added.

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:

See comments on student survey.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?

Yes ☐ No ☒

Comments:

In the student interest survey given in 2005-2006, the total return rate was 29% of the student body of Shawnee High School. Auditors found another student interest survey in the school file for that same time period. That survey indicated a 82% return rate. It is not clear whether the survey had been redone or inaccurate results submitted the first time by the school. The Status report submission sent to the school for that year stated that the school should examine the method by which students were surveyed, indicating they had submitted a survey with a 29% return rate. School personnel could not determine which survey was correct. If the survey was redone and resubmitted, there is no evidence that school used the data from the second survey to determine whether there was sufficient interest to form another viable team. The second survey showed that there could possibly be interest in a variety of sports offerings for girls and boys. The school had no documentation that supported it had investigated the possibility of adding additional sports based on these survey results.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities		X	<p>Based on the results of the data submitted, and interviews of school officials, it is the opinion of the auditors that the school has not been correctly submitting the data required to determine if the school is meeting the standard for Test One and Test Two. In addition, the school has not properly surveyed students to ascertain whether there is viable interest to begin other sports programs. The 2004-2005 re-visit audit report noted that the greatest deficiency in the overall boys' athletic program and girls' was the lack of participation. The school had been asked to research why the participation of female athletes lagged behind that of the males at Shawnee High School by the auditors who reviewed their yearly reports. Subsequent annual reports did not indicate this as a priority on the schools corrective action plan.</p> <p>It should be noted that the school has had a frequent turnover in those persons whose responsibility it is to complete these reports. The school did send its new athletic director to attend training so that reports could be completed more accurately. Auditors did find evidence from the minutes of a prior meeting of the Gender Equity Review Committee conducted this school year showing that this issue was being addressed by the committee. The committee is in the process of researching ways in which they can promote participation.</p>
Equipment and Supplies	X		<p>The few uniforms viewed during the re-visit indicated equivalence but all were not available. The school has a written uniform rotation policy, but it was clear to auditors based on interviews with coaches, and school personnel that the policy is not followed. (See KHSAA recommended Action)</p> <p>There is storage space available for equipment by all sports at the school. There is limited equipment for all sports. A volleyball team was added this past year, but did not have adequate equipment to play home matches. School officials were in the process of completing a thorough inventory of athletic</p>

Equipment and Supplies Cont'd.			uniforms. Auditors suggested that an inventory of equipment would also help school officials determine if there were other inequities. Coaches indicated there were equipment needs which hindered the ability to attract student participation.
Scheduling of Games and Practice Time	X		<p>All shared athletic facilities appeared to be used equally. The school's 2007-2008 schedules indicated the school met its prime date requirement.</p> <p>The school did not have a schedule for the use of its weight facility. It appears students have equal access to the facility, based on the interviews with coaches, students, and school personnel. (See KHSAA recommendation)</p>
Travel and Per Diem Allowances	X		<p>The school does not have a written Travel and Per-Diem Policy. Currently meals are not provided by the school for athletic contests. The school does not provide for overnight travel and the school does not pay for cost associated with trips.</p> <p>Auditors did recommend that the school have guidelines in place in the event that the circumstances changed in regard to travel. (See KHSAA recommendation)</p>
Coaching	X		Shawnee High School has several female coaches who are not employed on campus. School officials indicated that securing coaches for male and female sports teams who taught in the building had been difficult. It appeared that even though the girls' coaches were not all employed on campus, student athletes did have access to them. These coaches were provided with on campus office space.

Locker Rooms, Practice and Competitive Facilities	X		<p>The 2004-2005 revisit audit indicated that there were inequities in size and amenities of locker rooms for boys' and girls' basketball. While touring the facilities, auditors did find evidence that this problem would be resolved. The school is in the process of upgrading a locker room for girls' basketball that will be equivalent to the boys' basketball locker room.</p> <p>Student athletes interviewed expressed concerns that the gymnasium needed some repairs, citing a leaking roof, etc. that would deter students from participating in sports which would use that facility. Coaches and school officials expressed the need to upgrade the track facility, once again indicating that a better facility could perhaps entice more athletes to participate.</p>
Medical and Training Facilities and Services	X		<p>The school does not employ a full time trainer and there is no medical training room on campus. There was no posted weight room schedule and the weight facility is in need of some general maintenance so that student athletes and coaches will want to utilize this facility.</p> <p>(See KHSAA Recommended Action)</p>
Publicity	X		<p>This was an area of concern in the previous revisit audit. Student athletes interviewed felt that they had little support in the community. The school does not have athletic programs and there are only a few publicity items used that promote the schools athletic programs. The Gender Equity Committee was encouraged to find ways to recognize the student athletes at Shawnee High School and to solicit more community support and involvement.</p> <p>The school was asked to submit a policy for awards, pictures, and banners in the 2004 revisit audit. There is no evidence that these policies have been developed. (See KHSAA Recommendation)</p>

Support Services	X		All coaches have assigned office space. The school currently does not have a booster club. School officials indicated that they are in the process of forming one booster club that will support athletics at Shawnee. School officials were reminded that the use of a booster club agreement would be beneficial when such a group was formed.
Athletic Scholarships	N/A		N/A
Tutoring	X		The Extended School Services program is offered to all students.
Housing and Dining Facilities and Services	N/A		
Recruitment of Student Athletes	N/A		

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

The Corrective Action Plans written by Shawnee High School have resulted in the following completed actions:

- Renovation of girls' basketball locker room
- Addition of girls volleyball and softball to increase participation

NOTE: Many items written on the corrective action plans had not been completed.

6. Observed Deficiencies in Overall Girls and Boys Athletics

Shawnee High School has some unique challenges facing its athletic programs. For a school with an enrollment of 450 to 500 students, it has a limited number of athletic participants in both boys' and girls' programs. School officials indicated that it's very difficult to get students to participate due to the various socio-economic concerns of its student population. With facilities that are in need of maintenance and repair, the lack of quality equipment, and the lack of publicity and support for its student athletes, it will be difficult to recruit more participants. These are, however, areas that can and should be addressed by the Gender Equity Committee.

Some of these items had been recommended on the past Corrective Action Plans, but there was no evidence found that there had been steps taken to find possible solutions to these problems. The addition of parents and students to the committee was recommended. Another recommendation was to hold these meetings at a time when all parties could attend.

It is impossible to determine whether there is equity in spending due to the inaccurate reporting of expenditures for the past three years. The bookkeeper of Shawnee High School was in attendance at the Gender Equity Committee meeting held during the visit. She indicated that the funds reported could not be accurate and that she had not been consulted in the completion of this information. The current athletic director, bookkeeper, and principal all indicated to auditors that as a result of the information given by auditors during the meeting, they had a clearer understanding of how expenditures should be reported. The bookkeeper told auditors that she would work closely with the Athletic Director and Principal in completing the reports for the April 15, 2008 annual report.

7. KHSAA recommendation action in relation to new deficiencies.

Continue to work closely with the KHSAA to ensure that the annual audit reports are completed in an accurate manner. The school has already sent its Athletic Director to training; however, in the event that once again there is a turnover in the person responsible for completing these reports, the school should make sure that person attends the KHSAA sponsored training for Title IX Compliance.

The following actions are recommended to be taken by school officials.

1. Submit to the KSHAA, no later than **June 1, 2008**, a written policy for travel and per-diem.
2. Post a weight room schedule and make copies available to all coaches and to the KHSAA by **June 1, 2008**.
3. Develop a written athletic award policy so that it is inclusive for all types of awards (including banners) and recognition given by the school. Submit to the KHSAA by June 1st.
4. Revise and develop a new uniform rotation policy based on the current inventories and needs of sports teams. Submit such policy to the KHSAA by June 1st, 2008.
5. Submit minutes of Gender Equity Committee meetings to the KHSAA for the next two years with the annual report forms due on April 15th.

6. Add parents to the Gender Equity Review Committee and hold meetings at times that are most convenient for parent involvement.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Toska Adams

District Level Title IX Coordinator: Cheryl Walker

Name	Title	Telephone
Mernia Hill	Principal	502-485-8326
Shirley Gray	Book keeper	502-485-8326
Tonda Wickliffe	Track Coach Girls	502-485-8326
Toska Adams	Athletic Director	812-987-2964
Gary W. Lawson	KHSAA Auditor	502-875-3817
Jenny McCarty	KHSAA Auditor	502-223-6965

10. Comments

No one attended the public hearing that was held at 5:00.

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

KHSAA
Form T41
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
OPPORTUNITIES			
Accommodation of Interest and Abilities		X	
BENEFITS			
Equipment and Supplies		X	
Scheduling of Games and Practice Time			X
Travel and Per Diem Allowances		X	
Coaching			X
Locker Rooms, Practice and Competitive Facilities		X	
Medical and Training Facilities and Services			X
Publicity			X
Support Services			X
Athletic Scholarships			X
Tutoring			X
Housing and Dining Facilities and Services		X	
Recruitment of Student Athletes		X	

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

Principal's Signature:  Date: _____

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

KHSAA
Form T3
Rev. 12/07

Participation Opportunities Test Three

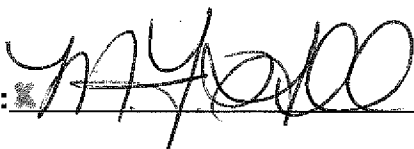
FOR ANY QUESTION ANSWERED "YES" IDENTIFY THE RESPECTIVE SPORT(S).

	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 TENNIS		YES GOLF
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?	YES Volleyball Basketball Softball		YES Football Baseball
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		YES

Plans to Address Interest:

Start Intramural Soccer next year. Have a meeting and find out if there is a true interest in having a Golf Team (could include Boys and Girls). Look into having an after school Rifle club. At our next Title IX meeting, going over the results of the surveys. Also working with the Football and Basketball Coaches and start a weightlifting program.

Principal's Signature :



Date: _____

**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; <i>dollar amount required</i>)		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
G basketball	1783.00	0.00	30.00	0.00	50.00	0.00	6372.00	2 / 2	0.00	0.00	0.00	0.00
B basketball	1641.00	0.00	3692.10	0.00	73.00	0.00	9388.00	3 / 3	119.00	0.00	0.00	0.00
G softball	59.00	0.00	0.00	0.00	22.00	0.00	3317.00	2 / 2	0.00	0.00	0.00	0.00
B baseball	150.00	0.00	0.00	0.00	19.00	0.00	2977.00	2 / 1	0.00	0.00	0.00	0.00
G cross country	472.00	0.00	0.00	0.00	8.00	0.00	2211.00	1 / 1	150.00	0.00	0.00	0.00
B cross country	0.00	0.00	0.00	0.00	0.00	0.00	2211.00	1 / 1	0.00	0.00	0.00	0.00
G golf	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0 / 0	0.00	0.00	0.00	0.00
B golf	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0 / 0	0.00	0.00	0.00	0.00
G soccer	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0 / 0	0.00	0.00	0.00	0.00
B soccer	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0 / 0	0.00	0.00	0.00	0.00
G swimming	34.00	0.00	0.00	0.00	4.00	0.00	1769.00	1 / 1	0.00	0.00	0.00	0.00
B swimming	35.00	0.00	0.00	0.00	4.00	0.00	1769.00	1 / 1	0.00	0.00	0.00	0.00

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: _____

20/ 008

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


	equipment and supplies		travel		awards		coaches' salaries (to include supplemental and extended employment; <i>dollar amount required</i>)		facilities improvements		publications (if sport-specific)	
	Expenditures		Expenditures		Expenditures		Expenditures		Expenditures		Expenditures	
	School	Booster	School	Booster	School	Booster	School	# of Coaches for all levels / # of Teams for all levels	School	Booster	School	Booster
G track	0.00	0.00	147.00	0.00	15.00	0.00	3062.00	2 / 1	0.00	0.00	0.00	0.00
B track	0.00	0.00	122.00	0.00	12.00	0.00	4081.00	2 / 1	0.00	0.00	50.00	0.00
G tennis	245.00	0.00	0.00	0.00	3.00	0.00	1361.00	1 / 1	0.00	0.00	0.00	0.00
B tennis	200.00	0.00	0.00	0.00	3.00	0.00	1361.00	1 / 1	0.00	0.00	0.00	0.00
G volleyball	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0 / 0	0.00	0.00	0.00	0.00
B wrestling	679.00	0.00	0.00	0.00	22.00	0.00	3972.00	3 / 1	0.00	0.00	0.00	0.00
G (list sport)	na	na	na	na	na	na	na		na	na	na	na
B football	6555.00	0.00	1121.00	0.00	450.00	0.00	13695.0	6 / 2	382.00	0.00	0.00	0.00
G (list sport)	na	na	na	na	na	na	na		na	na	na	na
B (list sport)	na	na	na	na	na	na	na		na	na	na	na

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	\$54,378.00	72%
Girls	\$21,114.00	28%
Total:	\$	100%

Principal's Signature: 

Date: _____

SCHOOL NAME

2007-2008

TITLE IX


SHAWNEE HIGH SCHOOL

CORRECTIVE ACTION PLAN

DIRECTIONS:

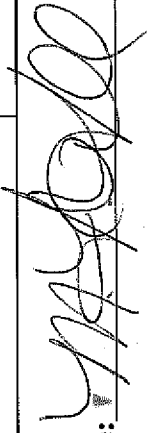
1. For Column 1, indicate the intended area (Opportunities or Benefits) which needs corrective action in order to achieve gender equity. For Column 2, write the suggested change or activities that will correct the area in need of alteration. For Column 3, include the estimated completion date for the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

COLUMN 1	COLUMN 2	COLUMN 3
ITEM FOR CORRECTION/ IMPROVEMENT	SUGGESTED CHANGE/ ACTIVITIES	TIME TABLE FOR CORRECTIVE ACTION/ AND OR COMPLETION DATE
Accommodation of Interest and Abilities	Contact Middles School Students and invite them to summer camps	3/4 -3/6 AD visited Middles Schools and had students fill out a survey. 3/26 Names and phone numbers were given to coaches. Coaches are to contact students in the next 30 days.
Equipment and Supplies	Fund Raisers to raise money to buy more equipment and better equipment including appeal.	Money has already been set aside to purchase Volleyball equipment and uniforms, and new Basketball home uniforms and warm-up. The money has been set aside in the 2008-2009 budgets. Purchase orders will be placed by June 1. Fund Raisers are going to done as a group. By August 1 st 3 fund raisers in place to raise money.

Principal's Signature: 

Date: _____

Travel and Per Diem Allowances	Use a bus for all transportation, not cars.	Dr. Hill has made it mandatory that the girl's basketball team will take a bus to all away games. When the boys and girls play at the same location, both teams will ride together. Effective 2008-2009 season.
Locker Rooms, Practice and Competitive Facilities	Update women's locker room. Build a Softball Field on school grounds.	Currently the women's locker room is being renovated. Once the board has completed the renovation, the AD will add some person touches (shower curtains, etc.) Softball Field 2010.
Housing and Dining Facilities and Services	Include a budget for girls for housing and food.	Limit the amount spend out of budget for the boys teams. Additional monies they would need would have to be fund raised. If the girl's teams don't use their money, provide a dinner and activity out with the team. Hopefully the girls will begin to get in more playoff games. If not, we will still reward their hard work with a special team dinner.
Recruitment of Student Athletes	Getting more girls wanting to play because the get team apparel to wear to school. Reward them with letter jackets.	Coaches began this spring coming to lunch period, and talking to the girls. We are going to instate a program were students can earn a letter jacket. We are going to raise money to buy the players shirts and other apparel they can wear to school. This is all part of the budget for next year. Use the front case to picture female athletics. Have a female athlete of the year. All of this begins next fall.

Principal's Signature: 

Date: _____

6. Add parents to the Gender Equity Review Committee and hold meetings at times that are most convenient for parent involvement.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

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District Level Title IX Coordinator: Cheryl Walker

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Jenny McCarty	KHSAA Auditor	502-223-6965

10. Comments

No one attended the public hearing that was held at 5:00.

Support Services	X		All coaches have assigned office space. The school currently does not have a booster club. School officials indicated that they are in the process of forming one booster club that will support athletics at Shawnee. School officials were reminded that the use of a booster club agreement would be beneficial when such a group was formed.
Athletic Scholarships	N/A		N/A
Tutoring	X		The Extended School Services program is offered to all students.
Housing and Dining Facilities and Services	N/A		
Recruitment of Student Athletes	N/A		

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

The Corrective Action Plans written by Shawnee High School have resulted in the following completed actions:

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- Addition of girls volleyball and softball to increase participation

NOTE: Many items written on the corrective action plans had not been completed.

Equipment and Supplies Cont'd.			uniforms. Auditors suggested that an inventory of equipment would also help school officials determine if there were other inequities. Coaches indicated there were equipment needs which hindered the ability to attract student participation.
Scheduling of Games and Practice Time	X		<p>All shared athletic facilities appeared to be used equally. The school's 2007-2008 schedules indicated the school met its prime date requirement.</p> <p>The school did not have a schedule for the use of its weight facility. It appears students have equal access to the facility, based on the interviews with coaches, students, and school personnel. (See KHSAA recommendation)</p>
Travel and Per Diem Allowances	X		<p>The school does not have a written Travel and Per-Diem Policy. Currently meals are not provided by the school for athletic contests. The school does not provide for overnight travel and the school does not pay for cost associated with trips.</p> <p>Auditors did recommend that the school have guidelines in place in the event that the circumstances changed in regard to travel. (See KHSAA recommendation)</p>
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Kentucky High School Athletic Association

2280 Executive Drive ° Lexington, KY 40505 www.khsaa.org ° (859)299-5472 (859)293-5999 (fax)

MEMORANDUM

TO: Superintendent, Principal, Athletic Director
Shawnee High School

FROM: Brigid L. DeVries, KHSAA Commissioner
Larry Boucher, KHSAA Assistant Commissioner *LB*

DATE: April 4, 2008

RE: KHSAA Title IX Re-Visit Final Audit Report
2007-2008 School Year

Enclosed please find a copy of the KHSAA Title IX Re-Visit Final Audit Report, KHSAA Form T76, regarding the recent Title IX compliance re-visit to your school/school district. As you review the report, please pay particular attention to what additional information the reviewer may have requested in order to properly assess your athletic program. This information, as well as the date its return is required, can be found in Sections 7 & 8 of the enclosed report.

Should you have specific questions regarding the content of this Title IX Re-Visit Report, please contact the Kentucky High School Athletic Association at 859-299-5472.

Thank you for your continued work in this very important project.

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

Comments: Upon review of the prior three years' annual reports, auditors determined that it appeared the school had not been reporting their calculations of the double and triple count of participants correctly. According to the data submitted on the 2004-2005 annual report, it appeared the school met the standard for Test One. The data submitted for the annual reports for 2005-2007 indicated that it did not appear the standard was met for Test One for both years.

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Upon review of the annual reports for the previous three years it is was clear to auditors that the school is not reporting the calculations correctly for this component to be measured.

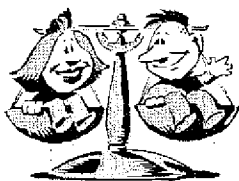
Beginning with the 2004-2005 report the calculations were not correct in Column 5 (Percent of Total Participation by Sex Added in the Last 5 years). The 2005-2006 report indicated that the school actually had one fewer team than it had the prior year. The data from 2005-06 indicated that of the 31 female participants, 20 had been added since the beginning of the 2001-2002 school year. When reviewing this data with the Gender Equity Committee school officials stated that this data could not have been accurate. The 2006-2007 annual report data indicated the school offered one more sport than the previous year. The data indicated that of the 43 participants, 33 had been added since the beginning of the 2001-2002 school years. Once again school officials indicated that this could not have been accurate.

Auditors explained to school personnel how to accurately double and triple count athletes and explained how participants should be accurately counted for the number of participants added.

- 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:

See comments on student survey.



**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: 4/24/2008

School	Shawnee High School	Reviewed by	Jenny McCarty
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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.		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 checked="" type="checkbox"/> Test 3 (Full and effective accommodation of interests and abilities)
E.		Other Recommendation and Comments: <ul style="list-style-type: none"> Your corrective action plan is addressing the needs of your school. Specifically, there are plans to encourage female participation which will enhance your athletic program This report shows that your school is making a concerted effort to comply with Title IX. You have worked hard this year and your annual report reflects your desire to improve not only your athletic opportunities for females, but improvement to your entire athletic program Please remember that when you get polices in place requested from your re-visit report those should be submitted to the KHSAA by the appropriate deadline. Thanks for all your hard work!

Title IX Meeting

May 6th, 2008

4:00 pm

Invited Guest: Mernia Hill, Shirley Gray, Tonda Wickliffe, Minor Daniels, Sheniqua Murry, Ishmon Burks, Marshall Abstane, Maurice Ponder, Ghary Morton, Toska Adams

Attendees: Toska Adams-A.D., Johnkita Crawford-Student Athlete, Ish Burks-Alumni, Ghary Morton-Girls Track Coach, Shirley Gray-Book Keeper, Maurice Ponder-Girls Basketball Coach and Boys Track Coach, Dr. Mernia Hill Principal

Minutes

Submitted by Toska Adams

1. Review student survey: *We reviewed the survey given to students in regards to sports they are interested in. Enclosed is a copy (given to the Title IX committee) showing the results of the survey. The results are as follows...*
 - a. Fall Sports: Football, Volleyball, Cross Country. Do we have enough interest for a Golf Team? ESL students did not take survey. Looking into intramural soccer for next year for ESL and Shawnee students. *We would offer the same sports we offered this year. We will hold an interest meeting about golf. The AD will advise the golf coach to hold a meeting. The AD is also contacting other schools in regards to having an ESL soccer team for next year. Still currently trying to find a coach.*
 - b. Winter Sports: Boys Basketball, Girls Basketball, Swimming. We currently have a wrestling team. Is there enough interest to have an indoor track team? *Again we will offer the same sports as last year. It was determined it is very important to have an indoor track program to improve the results of Cross*

Country and Spring Track. The AD will look into what needs to be done to add indoor track.

- c. Spring Sports: Baseball, Softball, and Track. Is there enough interest for a girl's tennis team? We will offer the same sports for spring again next year. The AD will hold a meeting to find out if there is enough interest in having a tennis team.*
- d. Non-KHSAA sports: Bowling, Rifle, Weightlifting. How do we address? We talked about using bowling as a reward day (instead of Kentucky Kingdom, etc.). The AD will organize a rifle club (with the help of staff next year), and the football coach will organize weightlifting.*
- e. Student comments. No further comments were made at this time.*

2. Review of sports programs this year: We looked at each sport we had this year, with an overview of each sport by the AD

- a. Football -JV/Varsity- We had a JV and Varsity team, but had a lot of turmoil throughout the season due to the coaching changes.*
- b. Volleyball- This was our first year to have a volleyball team.*
- c. Cross Country- We did not have a boys team and only had 1 female student who was injured during the season and did not complete the season.*
- d. Boys Basketball-Freshman/JV/Varsity- This year we had a boys Freshman, JV and Varsity Basketball team.*
- e. Girls Basketball -Varsity- This year we played a few JV games and had a varsity team.*
- f. Boys and Girls Swimming- We had a very small boys and girls swim team. We had 1 student compete in Regional.*
- g. Boys and Girls Wrestling- We had a number of students come out for the wrestling team including 2 girls. The girls left when we had a coach change. We had 1 student that was an alternate for the state tournament.*
- h. Baseball- We currently have a very young baseball team.*

- i. Softball- *We started the season with 12 ladies, but had to forfeit our last 5 games due to students not coming to games.*
- j. Boys and Girls Track- *Large boy's team, working on girls team. 2 new coaches.*

3. Changes for next year- *Projected changes for next year*

- a. Football JV/Varsity- *New coach already working with students. Some JV/Freshman Games*
- b. Volleyball- *Purchase uniforms and equipment. Scheduling JV and varsity games for next year.*
- c. Cross Country- *Must get new coach and must have a team to prepare for track season. Need more equipment (shoes)*
- d. Boys Basketball Freshman/JV/Varsity- *Continue from last season. No changes.*
- e. Girls Basketball Varsity- *New locker room. Need new home uniforms and game warm ups. Want a Freshman, JV and Varsity team for next year.*
- f. Boys and Girls Swimming- *More effort on making this team larger. Losing 1 of our coaches.*
- g. Boys and Girls Wrestling- *Continue with growing program.*
- h. Baseball- *Continue with team, very young this year.*
- i. Softball- *Help get more girls to play and stay with the sport.*
- j. Boys and Girls Track- *Continue with growth. Host Best of the West 1st Tuesday of Season.*

4. Review Title IX Report- *Next in the meeting we went over our Title IX report that was recently turned in to KHSAA.*

- a. Boys vs. Girls- *The first report is form T41 "Checklist-Overall Interscholastic Athletics Program. At this time an advantage is given to boys programs in the following areas...*
 - 1. *Accommodation of Interest and Abilities*
 - 2. *Equipment and Supplies*
 - 3. *Travel and Per Diem Allowances*

4. *Locker Rooms, Practice and Competitive Facilities*
5. *Housing and Dining Facilities and Services*
6. *Recruitment of Student Athletes*

Neither program has an advantage in...

1. *Scheduling of Games and Practice Time*
2. *Coaching*
3. *Medical and Training Facilities and Services*
4. *Athletic Scholarships*
5. *Tutoring*

- b. **Corrective Action Plan**–Next we went over the 2007-2008 Corrective Action Plan Form T60. We reviewed the following...

1. *Middle School visits and survey information.*
2. *Money for Volleyball uniforms and equipment.*
3. *Purchasing basketball uniforms and warm-ups for the girls team to make them equal to the boys uniforms.*
4. *Fund raisers as a group.*
5. *Per Dr. Hill the boys and girls basketball team will ride together on the bus when they both play at the same place.*
6. *Update on girls locker room.*
7. *To extra activities for the ladies teams when they don't get the same opportunities as the boys teams (play off's).*
8. *Provide apparel that the ladies want to wear.*

- c. **Revisit Report** dated 4/4/08–Next we went over the KHSAA Title IX Re-Visit Final Audit Report 2007-2008 School Year by Jenny McCarty, from Brigid DeVries dated April 4, 2008. The report shows the following...

**Since our report in 2004-2005 the calculations on the report have not been correct. Persons filling out the report have not used the double and triple count in the total of participants.*

**It also reported that our last student survey only had a return rate of 29% (80% is required).*

The checklist of Components states the following...

1. *Accommodation of Interest and Abilities*–Data reported has not been accurate due to frequent turnover in persons preparing the reports.
2. *Equipment and Supplies*–Uniform rotation has been written but not followed. Equipment and uniforms were not purchased this year when the school started a volleyball team and no home matches were held due to no equipment.
3. *Scheduling of Games and Practice Times*–School does not have a schedule for the use of the weight room.
4. *Coaching*–Several female coaches are not on campus, but students do have access to them. These coaches do have offices on campus.
5. *Locker Rooms, Practice and Competitive Facilities*–Currently the women's locker room is being upgraded. Students expressed concerns about roof leaking in gym.
6. *Medical and Training Facilities and Services*–No full time trainer. No weight room schedule and general maintenance to weight room.
7. *Publicity*–Little support from community. Need policy for school awards, pictures, and banners.
8. *Support Services*–All coaches have office space. Need a booster club.
9. *Athletic Scholarships*–NA
10. *Tutoring*–ESS offered to all students.
11. *Housing and Dining Facilities and Services*–NA
12. *Recruitment of Student Athletes*–NA

Comments were many items on this corrective action plans have not been completed.

KHSAA recommendation action in relation to new deficiencies...

- a. *Travel and per-diem policy*–Ms. Adams is making a policy.
- b. *Weight room schedule*–Ms. Adams is making a schedule.

- c. *Written award policies–Ms. Adams will write the policy. Dr. Hill said the policy will have to be approved by the SPDM committee.*
- d. *Uniform rotation–Ms. Adams will write the rotation and post it in the AD office.*
- e. *Minutes–When this letter was received, Shawnee's Title IX report had already been sent to Lexington. Ms. Adams faxed a copy of the minutes requested, and sent a copy to the KHSAA certified. They were signed for in Lexington on the 15th.*
- f. *Parents–The group spent time brain storming about how to get parents involved. One coach said he had 2 parents that were at every game. He ask them to talk to the other parents about coming, but had little success. We will try again next year. We suggested having a Friends and Family night at a home basketball game.*
- g. *Title IX Annual Report–A quick overall review of our annual report that was submitted to KHSAA on April 15, 2008. The report reads that all forms were submitted in a satisfactory manner and no other information was requested. Shawnee is currently meeting Test 3 standards. Recommendations and comments are as follows...*
 - *Your corrective action plan is addressing the needs of your school. Specifically, there are plans to encourage female participation which will enhance your athletic program.*
 - *This report shows that your school is making a concerned effort to complay with Title IX. You have worked hard this year and your annual report reflects your desire to improve not only your athletic opportunities for females, but improvement to you entire athletic program.*
 - *Please remember that when you get policies requested from your re-visit report those should*

be submitted to the KHSAA by the appropriate deadline.

- *Thanks for all your hard work.*

2. New awards for students

- a. Athlete on the month-Next year the AD would like to spot light an athlete each month. We will alternate between a male and female each month. Their picture will be displayed in the case, showing all athletes of the year. The committee agreed to have athlete of the year.*
- b. Letter Jacket-The AD introduced the idea of a student who at the end of his/her sophomore or junior year has received 6 letters, will receive a letterman's jacket paid for by the athletic department. Currently we have no policy for letter jackets for athletes, and this past year the only students to receive letter jackets were cheerleaders. Dr. Hill said this policy must be approved by the site based committee. The AD will present the policy to the committee for input and approval at the next meeting. A suggestion was to offer letter sweaters to athletes.*
- c. Lunch table-The AD introduced the idea of having a designated table each week to spot light a certain team, or part of the team. Example: during football the offensive line. More work needs to be done to finalize this idea for next year.*
- d. Teacher support-spot light-The AD would like to work to get more support from teachers and staff. The idea was to have each teacher select one athlete each season that is there student, and spot light them in their classroom Hopefully this would encourage the teachers to come to more games. Dr. Hill has some concern about pushing the teachers.*

3. Plans for next year-Plans for next year including...

- Bringing female teams up to power with the boys teams.
- Fund raising as a department.
- Offering apparel to the kids that they can wear both at and away from school to advertise our programs.
- Hosting a track meet 1st Tuesday of the season.
- More announcements during school about how teams are doing. Have coaches report this weekly to the AD, and have the information put into the daily announcements.
- Have a family and friends night.

4. Fund Raisers for next year-Next year have fund raisers that include all sports. The AD will organize the events, and all teams will help. We talked about each of the following events, and decided to do all 3.

- a. Yard sales
- b. Car Wash
- c. Tournaments

5. Booster club-Per out Title IX report, we need to form a Booster Club. We talked about trying to get more parents involved. No final decision was made. Tabled until next meeting.

6. Awards Dinner-We talked about the upcoming Awards Dinner.

- a. Invitations-Went over how the invitations were sent out.
- b. Male and Female Athlete of the Year-Talked about who should be male and female athlete of the year. For some reason we did not have the male and female athlete of the year last year. The school has a large

trophy to put the names on. The committee saw the letter blankets that were ordered for the two winners. The committee decided we must come up with criteria that must be met to receive the award. The criteria is as follows...

1. They must have participated in more than one sport for the current year.
2. They must have been a student at Shawnee for the entire year.
3. They must have been recommended by a teacher.
4. They must have a GPA at least 3.0.
5. They must have the recommendation of a coach.
6. They must be in good standing with the assistant principles office (no referral issues).
7. They must be considered by their coaches to be dedicated to their team and teammates.
8. They must attend practices and games/meets.
9. They must be approved by the Athletic Committee.

10. They must be approved by Dr. Hill

The list of athletes that were nominated by the teachers is...

Female

Precious Armstrong (10) GPA 2.67 Dance

Jasmine Mays (10) GPA 2.33 Basketball

Ashley Bakker (12) GPA 2.71 Wrestling, Swimming, Softball

Jessica Boyd 2 votes (12) GPA 2.74 Volleyball

Daekoya Johnson (9) GPA 2.0 Basketball, Softball

Alison Philpott 5 votes (9) GPA 4.0 Volleyball, Softball

Johnkita Crawford 2 votes (10) GPA 3.21 Volleyball, Basketball, Softball, Track

Autum Miller (11) GPA 3.27 Cheerleader, Basketball, Softball

Amanda Hall (10) GPA 2.43 Softball

Miranda Diebold 2 votes (11) GPA 3.63 Volleyball, Basketball, Softball

Sheniqua Murry (11) GPA 3.33 Volleyball, Basketball, Softball, Track

Male

Jierran Ponder (9) GPA 2.5 Basketball, Track, ECE Basketball

Brandon Royse 2 (12) GPA 2.0 Basketball, Track

Dillion West 2 (9) GPA 3.75 Dance

Damien McClain (11) GPA 1.93 Football, Basketball, Track

Hermon Young (11) GPA 2.81 Football

Brandon Haskins (10) GPA 3.46 Track

Lamour Pettway (11) GPA 2.35 Football, Wrestling, Baseball, Track

Willie Harraway (11) GPA 2.13 Football, Basketball

Kendal Holt (11) GPA 1.40 Football, Basketball, Baseball

Chris Jones (11) GPA 2.98 Football, Track

Charles Gibson 2 (10) GPA 2.71 Swimming

Devon Thompson (10) GPA 2.48 Football, Basketball, Baseball

Darren Vance 3 (10) GPA 2.96 Wrestling, Track

Robert Brown (10) GPA 1.25 Football, Baseball

Joe Slaughter 2 GPA 3.21 Football, Basketball, Track

Dominece Mitchell (10) GPA 1.22 Wrestling

Devon Vance (9) GPA 2.25 Wrestling, Track

Charles Fambrough (9) GPA 2.88 Wrestling, Track

Kyle McClain (11) GPA 2.7 Football, Basketball, Track

Keenan Kelly (9) GPA 2.13 Football, Wrestling, Track

After much decision, the committee decided that the female athlete of the year for 2007-2008 is Johnkita Crawford and the male athlete of the year is Joe Slaughter.

c. Special Awards

11. Other:

- a. Coach involvement-*The committee talked with the coaches about getting more students involved as well as parents.*
- b. Teacher involvement-*Already talked about earlier.*

- c. Locker Room improvement-*Update on women's basketball locker room, and football locker room.*
- d. Equipment-*Talked about equipment needs...*
 - 1. *Volleyball*
 - 2. *Track*
 - 3. *Weight room*
- e. Team clothes-*Already talked about the need for team clothes the kids can keep.*

The meeting adjourned at 5:45. Next meeting will be in August.

Shawnee High School Magnet Career Academy

4018 West Market Street
Louisville, KY 40212
(502) 485-8326
Fax: (502) 485-8738



To: Memia Hill, Shirley Grey, Tonda Wickliffe, Minor Daniels, Sheniqua Murry, Ishmon
Burkes, and Marshall Abstane
From: Toska Adams
Date: 4/9/08
Re: Title IX Meeting

On Tuesday May 6th will be our final Title IX meeting for this year. In this meeting we
will review the following...

- ✓ student survey and look at adding additional sports
- ✓ review of sports programs from this year
- ✓ look at changes for next year
- ✓ review Title IX report
- ✓ look at new awards for athletics
- ✓ make plans for next year
- ✓ fund raisers for next year
- ✓ booster club
- ✓ awards dinner

It looks like we are in the process of turning around the athletic department, and next year
looks very exciting. Please join us in our review of this year and planning of next year. I
look forward to seeing you at the meeting. We will meet in Dr. Hill's conference room.
Please let me know if you will not be able to attend.

Thanks again.

Toska Adams
Athletic Director
Shawnee High School

Title IX Meeting
May 6th, 2008

Invited Guest: Mernia Hill, Shirley Gray, Tonda Wickliffe, Minor Daniels, Sheniqua Murry, Ishmon Burks, Marshall Abstane, Maurice Ponder, Ghary Morton, Toska Adams

1. Review student survey:

- a. Fall Sports: Football, Volleyball, Cross Country. Do we have enough interest for a Golf Team? ESL students did not take survey. Looking into intramural soccer for next year for ESL and Shawnee students.
- b. Winter Sports: Boys Basketball, Girls Basketball, Swimming. We currently have a wrestling team. Is there enough interest to have an indoor track team?
- c. Spring Sports: Baseball, Softball, and Track. Is there enough interest for a girl's tennis team?
- d. Non-KHSAA sports: Bowling, Rifle, Weightlifting. How do we address?
- e. Student comments.

2. Review of sports programs this year:

- c. Revisit Report dated 4/4/08
 - d. Travel and per-diem policy
 - e. Weight room schedule
 - f. Written award policies
 - g. Uniform rotation
 - h. Minutes
 - i. Parents
 - j. Title IX Annual Report
5. New awards for students
- a. Athlete on the month
 - b. Letter Jacket
 - c. Lunch table
 - d. Teacher support-spot light

Athlete of the Year

Female

Precious Armstrong (10) GPA 2.67 Dance

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Ashley Bakker (12) GPA 2.71 Wrestling, Swimming, Softball

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Sheniqua Murry (11) GPA 3.33 Volleyball, Basketball, Softball, Track



2007-2008 INTERSCHOLASTIC
ATHLETICS SURVEY
Summary of Student Responses

KHSAA
Form T63
Rev.12/07

School Name: **SHAWNEE HIGH SCHOOL**

Enrollment

(9-12 Grade): **492 (SHOULD AGREE WITH FORM T-1, COLUMN 1, ROW 3)**

Number of 9-11 Grade Students Surveyed: **305**

Number of 8th Grade Students Surveyed: **0**

3/14/08

Date:

Completed By: **Toska Adams-Interim Athletic Director**

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.

398 Number of Surveys

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

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

How Was The Survey Administered? 2nd Period Class B Day

(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*)

13 Cross Country (Girls)

10 Cross Country (Boys)

106 Football (Boys)

7 Golf (Girls)

15 Golf (Boys)

14 Soccer (Girls)

4 Soccer (Boys)

41 Volleyball (Girls)

List Intramural Sports students are interested in adding:*(From Student Survey T-61 Question 6)*

Form T-63

Rev. 12/07

<u>Sport</u>	<u>Number</u>
Soccer	18* Numbers do not include ESL students

Participation in Non-School Sports Activities*(From Student Survey T-61 Question 7)*

<u>Sport</u>	<u>Number</u>
Football, Baseball, Basketball, Softball,	152
Archery, Track, Volleyball	

Reasons for not participating in interscholastic athletics*(From Survey Question 8)*

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

Student Suggestions to encourage participation

More support by school staff. Student section at games. Create Spirit Club. Require students to play one sport per year to graduate. Free refreshments at practices. Add field trips. More rewards for participation. Make scholarships available for athletics. Make it more exciting. Give extra credit. Need Step Team. More fund raisers. Better equipment. Make it fun. Have different practice times. Advertise after school activities more.

Principal's Signature

Date



TO: Jenny McCarty

FAX: 859-293-5999

FROM: Toska Adams-Athletic Director

Toska.adams@jefferson.kyschools.us

Shawnee High School Magnet Career Academy

4018 West Market Street

Louisville, Kentucky 40212

Phone: (502) 485-8683 (A.D.)

Phone: (502) 485-8326

Fax: (502) 485-8738

DATE: 4/9/08

Number of Pages (including this cover page) 8

Message: Jenny,

Today is April 9th. Our school is currently on Spring Break. We have not gotten mail this week until today. In my mail I received your report dated April 4th. As part of the report it asked that I supply minutes with my annual report due on April 15th. Due to getting the needed signatures, I had to turn in my report to JCPS on March 31st. They in turn mail the report to KHSAA. The minutes are not with my report. On the following pages are the minutes from the 2 meetings I attended. We have our next meeting scheduled for May 6th (was originally May 13th). I am also mailing you a copy of the minutes, but with no one in the office, the mail will not go out until Monday. Please e-mail me and let me know you got this information, and let me know if I need to do anything else. All the items on the report that are due June 1, are on the agenda for our May 6th meeting. I will get you all that information right after our meeting. I spent a great deal of time on our report, and fill the information is as accurate as our reports. I think you will be very pleased when you see what we are doing for next year. Thank you for all your help.

Title IX Meeting Shawnee High School February 27, 2008

Committee Members:

Dr. Hill-Principle

Toska Adams-Athletic Director

Sheniqua Murry-Student Athlete

Shirley Gray-Bookkeeper

Minor Daniels-Assistant Principle

Tonda Wickliffe-Women's Track Coach

Ishmon Burkes-Shawnee Alumni

Marshall Abstane-Shawnee Alumni

Introduction of Committee Members

- I. Introduction letter from Larry Boucher
- II. Impact of Title IX on Athletic Participation
- III. Title IX Overview
- IV. Steps For Continuing Title IX Compliance
- V. Major Components of Title IX
- VI. Other Forms
 - a. Athletic Booster Club Agreement
 - b. Accounting Procedures for Kentucky School Activity Funds
- VII. Prime Time Dates
- VIII. Tip Sheet
- IX. Data on 2007-2008 student athletes
- X. Data on Coaches
- XI. Current Title IX improvements
- XII. Improvements That need to be made
- XIII. Changes that need to be made
- XIV. Questions

Title IX Meeting Minutes February 27, 2008

Members present: Mernia Hill, Toska Adams, Sheniqua Murry, Shirley Gray, and Tonda Wickliffe

Meeting was called to order by Toska Adams @9:15 am.

Toska pasted out the Title IX Committee Members folders as well as an agenda, and student's participation sheet.

Toska reviewed the Gender Equity Review Committee Members sheet written by Larry Boucher. She also pointed out the web pages where more information could be obtained.

Next she read the Impact of Title IX on Athletic Participation she so the group would understand the percentage of athlete that play both nationally and in Kentucky.

Next she passed out a sheet that showed by sport how many students Shawnee has participating in sports. Shawnee has 299 male students and 273 female students. 82 boys have participated in sports this year, and 62 female students. The ratio of students in sports at Shawnee is Boys 3.64 and girls 4.26. The ratio of coaches to athletes is Boys 5.85 and Girls 7.11. Dr. Hill said she new we had a problem with participation, but this was the first time she had actually seen numbers to support the information. Dr. Hill had already requested that Toska write a survey to give out to the students to find out why they are not participating in after school activities. Dr. Hill is looking into having a bus run late in the day for students who stay after school for after school activities.

Next Toska went over the Title IX Overview and the Step for Continuing Title IX Compliance.

Toska went over the list that is listed on Major Components of Title IX.

In their folders were the Athletic Booster Club Agreement and Accounting Procedures for Kentucky School Activity Funds. Toska then went over in great detail the Prime Time Rule. The final sheet the committee went over was the Tip Sheet.

General discussion about female athletic followed next. For 2008-2009 Volleyball uniforms will be purchased as well as a net system. Volleyball will also use the Big Gym for practice. The locker room for Volleyball will be the locker room that is currently being reinvaded. For Cross Country we need to put in a proposal to have the track widened to 9 lanes. While it will be hard to have done for Cross Country Practice, we may be able to have completed for Track. We decided to ask for this as our next Title IX project.

For Basketball, it was agreed that the girl's team would ride the team bus to every event. When the boys and girls play at the same place, both teams will ride together.

For Softball, we need a field here at Shawnee. We currently play all our home games at Central. The committee decided to put a softball field as second on the list.

Discussion was had about getting more kids involved. Toska told the committee about the questionnaire that will be handed out at the middle school.

The meeting adjourned at 10:20.

Title IX Meeting

3:30

Dr. Mernia Hill, Shirley Gray, Tonda Wickliffe, Toska Adams, Gary Lawson

Sign in

Explanation of Title IX and what it means.

Reason for meeting-paperwork that did not match

Explanation of three test

2004-2005 Meet standards, but data was incorrect

2005-2006 Did not meet standards and numbers did not match.

Went over the 3 test.

What benefits can we offer the kids. Mr. Lawson went over the benefits and opportunities. He went over the 9 benefits.

1. Equipment and supplies (look at reports for suggestions). 2000 and 2004 report was satisfactory. We have a 5 year plan, but it is not being followed. Going to revise. Must first be approved by committee, and then site based committee. Spending is impossible to know. Need to have an inventory of all equipment.
2. Scheduling of games and practices.
3. Travel and PD reports. 2000 and 2004 report was satisfactory. The numbers now are all the same.
4. Coaching. Number of coaches and pay. 2006-2007 some coaches not reported.
5. Accessibility.
6. Locker room. Gym leaking.
7. Medical and training services. No weight training schedule. Need weight lifting equipment for females.
8. Advertisement-Calendar, programs, community support. Promotion of athletics. Athletic person of the month. Cheerleading.
9. Support system. Booster club. Be sure to go over procedures with booster club.

Can't give a spending per athlete because of incorrect data.

Next steps we will get a report and what we need to do.

Dr. Hill would like someone from KHSAA to first meeting each year.

Make copies 1 set in office with Dr. Hill and 1 in AD office.

Meeting over at 4:25.



Kentucky High School Athletic Association

2280 Executive Drive ° Lexington, KY 40505 www.khsaa.org ° (859)299-5472 (859)293-5999 (fax)

MEMORANDUM

TO: Superintendent, Principal, Athletic Director
Shawnee High School

FROM: Brigid L. DeVries, KHSAA Commissioner
Larry Boucher, KHSAA Assistant Commissioner *SLB*

DATE: April 4, 2008

RE: KHSAA Title IX Re-Visit Final Audit Report
2007-2008 School Year

Enclosed please find a copy of the KHSAA Title IX Re-Visit Final Audit Report, KHSAA Form T76, regarding the recent Title IX compliance re-visit to your school/school district. As you review the report, please pay particular attention to what additional information the reviewer may have requested in order to properly assess your athletic program. This information, as well as the date its return is required, can be found in Sections 7 & 8 of the enclosed report.

Should you have specific questions regarding the content of this Title IX Re-Visit Report, please contact the Kentucky High School Athletic Association at 859-299-5472.

Thank you for your continued work in this very important project.

6. Observed Deficiencies in Overall Girls and Boys Athletics

Shawnee High School has some unique challenges facing its athletic programs. For a school with an enrollment of 450 to 500 students, it has a limited number of athletic participants in both boys' and girls' programs. School officials indicated that it's very difficult to get students to participate due to the various socio-economic concerns of its student population. With facilities that are in need of maintenance and repair, the lack of quality equipment, and the lack of publicity and support for its student athletes, it will be difficult to recruit more participants. These are, however, areas that can and should be addressed by the Gender Equity Committee.

Some of these items had been recommended on the past Corrective Action Plans, but there was no evidence found that there had been steps taken to find possible solutions to these problems. The addition of parents and students to the committee was recommended. Another recommendation was to hold these meetings at a time when all parties could attend.

It is impossible to determine whether there is equity in spending due to the inaccurate reporting of expenditures for the past three years. The bookkeeper of Shawnee High School was in attendance at the Gender Equity Committee meeting held during the visit. She indicated that the funds reported could not be accurate and that she had not been consulted in the completion of this information. The current athletic director, bookkeeper, and principal all indicated to auditors that as a result of the information given by auditors during the meeting, they had a clearer understanding of how expenditures should be reported. The bookkeeper told auditors that she would work closely with the Athletic Director and Principal in completing the reports for the April 15, 2008 annual report.

7. KHSAA recommendation action in relation to new deficiencies.

Continue to work closely with the KHSAA to ensure that the annual audit reports are completed in an accurate manner. The school has already sent its Athletic Director to training; however, in the event that once again there is a turnover in the person responsible for completing these reports, the school should make sure that person attends the KHSAA sponsored training for Title IX Compliance.

The following actions are recommended to be taken by school officials.

1. Submit to the KSHAA, no later than **June 1, 2008**, a written policy for travel and per-diem.
2. Post a weight room schedule and make copies available to all coaches and to the KHSAA by **June 1, 2008**.
3. Develop a written athletic award policy so that it is inclusive for all types of awards (including banners) and recognition given by the school. Submit to the KHSAA by **June 1st**.
4. Revise and develop a new uniform rotation policy based on the current inventories and needs of sports teams. Submit such policy to the KHSAA by **June 1st, 2008**.
5. Submit minutes of Gender Equity Committee meetings to the KHSAA for the next two years with the annual report forms due on April 15th.

6. Add parents to the Gender Equity Review Committee and hold meetings at times that are most convenient for parent involvement.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Toska Adams

District Level Title IX Coordinator: Cheryl Walker

Name	Title	Telephone
Mernia Hill	Principal	502-485-8326
Shirley Gray	Book keeper	502-485-8326
Tonda Wickliffe	Track Coach Girls	502-485-8326
Toska Adams	Athletic Director	812-987-2964
Gary W. Lawson	KHSAA Auditor	502-875-3817
Jenny McCarty	KHSAA Auditor	502-223-6965

10. Comments

No one attended the public hearing that was held at 5:00.



Booster Club 2008-2009

Dr. Hill has ask Joyce Johnson, our ISAP teacher, and a Shawnee Alumni, to be in charge of the booster club. On May 27, 2008 she accepted the position. She has been given a copy of this list. By the end of the summer she will give us a new and updated list. We are very excited to have her on board!

Objectives: *Getting parents involved in school activities.*

- *Family and Friends Night in each sport-1st home game of each sport is family and friends night. Each student is given 5 tickets that are good for one item in the concession stand. To redeem the coupon, back of the coupon must be filled out with information including parent name, phone number, and name of student. This will be our mailing list.*
- *Contacting family and friends-Have the alumni contact the people on the mailing list and set up a meeting, this is the booster club.*

Activities for Booster Club

- Have a dinner meeting for the booster club and alumni.
- Have booster club prepare mails for teams when they travel.
- Have booster club help with homecoming and senior night.



Athletic Awards for 2008-2009

Athlete of the Month-Each month the coaches will select an athlete of the month. We will alternate between males and females as follows...

August Female

Sept Male

Oct Female

Nov Male

Dec Female

Jan Male

Feb Female

March Male

April Female

May Male

The student will receive a certificate and the picture with a bio will be displayed in the main hall bulletin board. Student of the month will remain up until replaced the following year (in the same month).

Male and Female Athlete of the Year-Each year a male and female will be selected as athlete of the year. Nominations will be taken from the teachers. The Title IX Committee will then select the two students following the criteria...

- *They must have participated in more the one sport for the current year.*
- *They must have been a student at Shawnee for the entire year.*
- *They must have been recommended by a teacher.*
- *They must have a GPA at least 3.0.*
- *They must have the recommendation of a coach.*
- *They must be in good standing with the assistant principles office (no referral issues).*
- *They must be considered by their coaches to be dedicated to their team and teammates.*
- *They must attend practices and games/meets.*
- *They must be approved by the Athletic Committee.*
- *They must be approved by Dr. Hill*

Letterman Jacket-Any student who will be coming a junior or Senior in the following year, who has obtained 6 varsity letters will receive a letterman jacket (paid for by the athlete department).

Varsity Letter-Any student, who has played at the varsity level in competition, is eligible for a varsity letter.



**SHAWNEE HIGH SCHOOL
TRAVEL PER-DIEM POLICY
EFFECTIVE 2008-2009 SEASON**

FOOD ALLOWANCE FOR TRIPS OF 45-89 MILES (ONE WAY)

Students and Coaches will be allowed up to \$6.00 per person food allowance. The coach must submit to the AD a list of students and coaches that will take the trip, at least 1 week in advance of the trip. The AD will fill out an invoice and request a check from the book keeper. The check will be made out to the coach and given to the coach. It is up to the coach to cash the check. The coach must keep all receipts for the food purchased. These receipts and any change must be returned to the AD within 2 working days. If there is more then one trip planned in a week, the coach will not receive the 2nd check until the change and receipts from the first amount is turned in. If in advance the coach can arrange a place to eat, the check can be made out to the business. Again, a receipt must be turned in within 2 working days. If a tax exempt form is needed, that must be requested at the time of the check request. Any money spent over this amount can be paid out of fund raising money. If no fund raising money is available, it is up to the coach to be sure the students or coaches supply the additional funds.

FOOD ALLOWANCE FOR TRIPS 90 MILES AND OVER (ONE WAY)

Students and Coaches will be allowed up to \$12.00 per person food allowance. The coach must submit to the AD a list of students and coaches that will take the trip, at least 1 week in advance of the trip. The AD will fill out an invoice and request a check from the book keeper. The check will be made out to the coach and given to the coach. It is up to the coach to cash the check. The coach must keep all receipts for the food purchased. These receipts and any change must be returned to the AD within 2 working days. If there is more then one trip planned in a week, the coach will not receive the 2nd check until the change and receipts from the first amount is turned in. If in advance the coach can arrange a place to eat, the check can be made out to the business. Again, a receipt must be turned in within 2 working days. If a tax exempt form is needed, that must be requested at the time of the check request. Any money spent over this amount can be paid out of fund raising money. If no fund raising money is available, it is up to the coach to be sure the students or coaches supply the additional funds.

FOOD ALLOWANCE FOR OVERNIGHT TRIPS

Students and Coaches will be allowed up to \$15.00 per person food allowance. The coach must submit to the AD a list of students and coaches that will take the trip, at least 1 week in advance of the trip. The AD will fill out an invoice and request a check from the book keeper. The check will be made out to the coach and given to the coach. It is up to the coach to cash the check. The coach must keep all receipts for the food purchased. These receipts and any change must be returned to the AD within 2 working days. If in advance the coach can arrange a place to eat, the check can be made out to the business. Again, a receipt must be turned in within 2 working days. If a tax exempt form is needed, that must be requested at the time of the check request. Any money spent over this amount can be paid out of fund raising money. If no fund raising money is available, it is up to the coach to be sure the students or coaches supply the additional funds.

OVERNIGHT TRIP EXPENSES (HOTELS, ENTERTAINMENT, ETC)

All funds for overnight trips (except for food per-diem), must be raised by the coach and team. These funds can be paid by the students and/or coaches, or through fund raising. School budget money does not allow for these types of expenses.

TRAVEL REIMBURSEMENT TRIPS OVER 30 MILES (ONE WAY) WITH BUS

If a team is traveling over 30 miles (one way) by bus, one coach may drive his or her car. The coach must obtain the travel reimbursement form from the AD prior to the trip. The school will reimburse the coach the current JCPS per mile amount. The reimbursement form is to be completed monthly, and must be turned into the AD the last day of the month for reimbursement. Forms turned in late, will not be paid (these amounts have to be reported to the board monthly). The coach must have on file the car insurance form to be reimbursed.

TRAVEL REIMBURSEMENT TRIPS UNDER 30 MILES (ONE WAY)

If a small team of 8 students or less is traveling under 30 miles (one way) by car, up to two coaches may drive his or her car. The coach(es) must obtain the travel reimbursement form from the AD prior to the trip. The school will reimburse the coach(es) the current JCPS per mile amount. The reimbursement form is to be completed monthly, and must be turned into the AD the last day of the month for reimbursement. Forms turned in late, will not be paid (these amounts have to be reported to the board monthly). The coach(es) must have on file the car insurance form to be reimbursed. Trips made by teams via car must be pre-approved by the AD.



FALL WEIGHT ROOM SCHEDULE

MONDAY 3:00-4:00 Volleyball & Golf / 4:00-5:00 Cross Country & Cheerleaders

TUESDAY 3:00-4:00 Cheerleader & Golf / 4:00-5:00 Football

WEDNESDAY 3:00-4:00 Volleyball & Cross Country / 4:00-5:00 Football

THURSDAY 3:00-4:00 Cheerleader & Golf / 4:00-5:00 Football

FRIDAY 3:00-4:00 Volleyball / 4:00-5:00 Cross Country

VOLLEYBALL M,W,F

CROSS COUNTRY M,W,F

CHEERLEADERS M,T,TH

FOOTBALL T,W,TH

GOLF M,T,TH

A COACH FROM THE ASSIGNED SPORT MUST BE IN THE WEIGHT ROOM AT ALL TIMES WITH THE TEAM. ALL STUDENTS IN THE WEIGHT ROOM MUST HAVE A CURRENT PHYSICAL ON FILE, AND HAVE PURCHASED SCHOOL INSURANCE. NO EXCEMPTION!!!

WINTER WEIGHT ROOM SCHEDULE

MONDAY 3:00-4:00 Girls Basketball & Cheerleaders/ 4:00-5:00 Boys Basketball

TUESDAY 3:00-4:00 Cheerleader & Swim Team / 4:00-5:00 Wrestling

**WEDNESDAY 3:00-4:00 Girls Basketball & Swim Team / 4:00-5:00 Wrestling and
Boys Basketball**

THURSDAY 3:00-4:00 Cheerleader & Swim Team/ 4:00-5:00 Boys Basketball

FRIDAY 3:00-4:00 Girls Basketball / 4:00-5:00 Wrestling

GIRLS BASKETBALL M,W,F

BOYS BASKETBALL M,W,TH

CHEERLEADERS M,T,TH

WRESTLING T,W,F

SWIM TEAM T,W,TH

A COACH FROM THE ASSIGNED SPORT MUST BE IN THE WEIGHT ROOM AT ALL TIMES WITH THE TEAM. ALL STUDENTS IN THE WEIGHT ROOM MUST HAVE A CURRENT PHYSICAL ON FILE, AND HAVE PURCHASED SCHOOL INSURANCE. NO EXCEMPTION!!!

SPRING WEIGHT ROOM SCHEDULE

MONDAY 3:00-4:00 Softball / 4:00-5:00 Track & Baseball

TUESDAY 3:00-4:00 Baseball /4:00-5:00 Football

WEDNESDAY 3:00-4:00 Softball /4:00-5:00 Track & Football

THURSDAY 3:00-4:00 Baseball / 4:00-5:00 Football

FRIDAY 3:00-4:00 Softball /4:00-5:00 Track

SOFTBALL M,W,F

TRACK M,W,F

BASEBALL M,T,TH

FOOTBALL T,W,TH

A COACH FROM THE ASSIGNED SPORT MUST BE IN THE WEIGHT ROOM AT ALL TIMES WITH THE TEAM. ALL STUDENTS IN THE WEIGHT ROOM MUST HAVE A CURRENT PHYSICAL ON FILE, AND HAVE PURCHASED SCHOOL INSURANCE. NO EXCEMPTION!!!

SUMMER WEIGHT ROOM SCHEDULE

THE WEIGHT ROOM MAY BE USED ANYTIME DURING JUNE UNTIL DEADWEEK BEGINS. NO STUDENT ATHLETES ARE ALLOWED IN THE SCHOOL DURING DEAD WEEK.

WEIGHT ROOM SCHEDULE IS FOR DAYS WERE SCHOOL IS IN SESSION.



May 25, 2008

Title IX requires that every schools have a uniform rotation policy for 5 years, and that this rotation be meet, unless uniforms are donated to the School. While Shawnee has had a Uniform rotation, the policy was not posted and has not been meet. Listed below is the revised uniform rotation policy. A copy will be posted in the AD office. Copies will be given to all coaches and to the KHSAA. It is the intent of the current AD to follow this policy.

SHAWNEE HIGH SCHOOL UNIFORM ROTATION

2007-2008

FOOTBALL

CROSS COUNTRY BOYS NA

CROSS COUNTRY GIRLS

VOLLEYBALL

BASKETBALL BOYS

BASKETBALL GIRLS

WRESTLING (REPLACEMENTS FOR MISSING UNIFORMS)

SWIMMING X

BASEBALL (REPLACEMENTS FOR MISSING UNIFORMS)

SOFTBALL

TRACK BOYS

TRACK GIRLS NEW SHORTS DONATED

2008-2009

FOOTBALL NEW JERSEYS BEING DONATED

CROSS COUNTRY BOYS

CROSS COUNTRY GIRLS

VOLLEYBALL X

BASKETBALL BOYS

BASKETBALL GIRLS X HOME JERSEYS AND WARMUPS

WRESTLING

SWIMMING X

BASEBALL

SOFTBALL

TRACK BOYS

TRACK GIRLS

2009-2010

FOOTBALL

CROSS COUNTRY BOYS X

CROSS COUNTRY GIRLS

VOLLEYBALL

BASKETBALL BOYS

BASKETBALL GIRLS

WRESTLING

SWIMMING X

BASEBALL

SOFTBALL X

TRACK BOYS X

TRACK GIRLS

2010-2011

FOOTBALL

CROSS COUNTRY BOYS

CROSS COUNTRY GIRLS

VOLLEYBALL

BASKETBALL BOYS X

BASKETBALL GIRLS X AWAY UNIFORMS

WRESTLING

SWIMMING X

BASEBALL

SOFTBALL

TRACK BOYS

TRACK GIRLS

2011-2012

FOOTBALL

CROSS COUNTRY BOYS

CROSS COUNTRY GIRLS X

VOLLEYBALL

BASKETBALL BOYS

BASKETBALL GIRLS

WRESTLING

SWIMMING X

BASEBALL X

SOFTBALL

TRACK BOYS

TRACK GIRLS X

OVERVIEW**SPORT****YEAR****FOOTBALL****2****CROSS COUNTRY BOYS****3****CROSS COUNTRY GIRLS****5****VOLLEYBALL****2****BASKETBALL BOYS****4****BASKETBALL GIRLS****2,4 (1/2 AND 1/2)****WRESTLING****5****SWIMMING****1,2,3,4,5****BASEBALL****5****SOFTBALL****3****TRACK BOYS****3****TRACK GIRLS****5**

Shawnee High School 6/12/09



#2

Removed old Lockers

Installed New Lockers - Painted floor blue



#3



#4

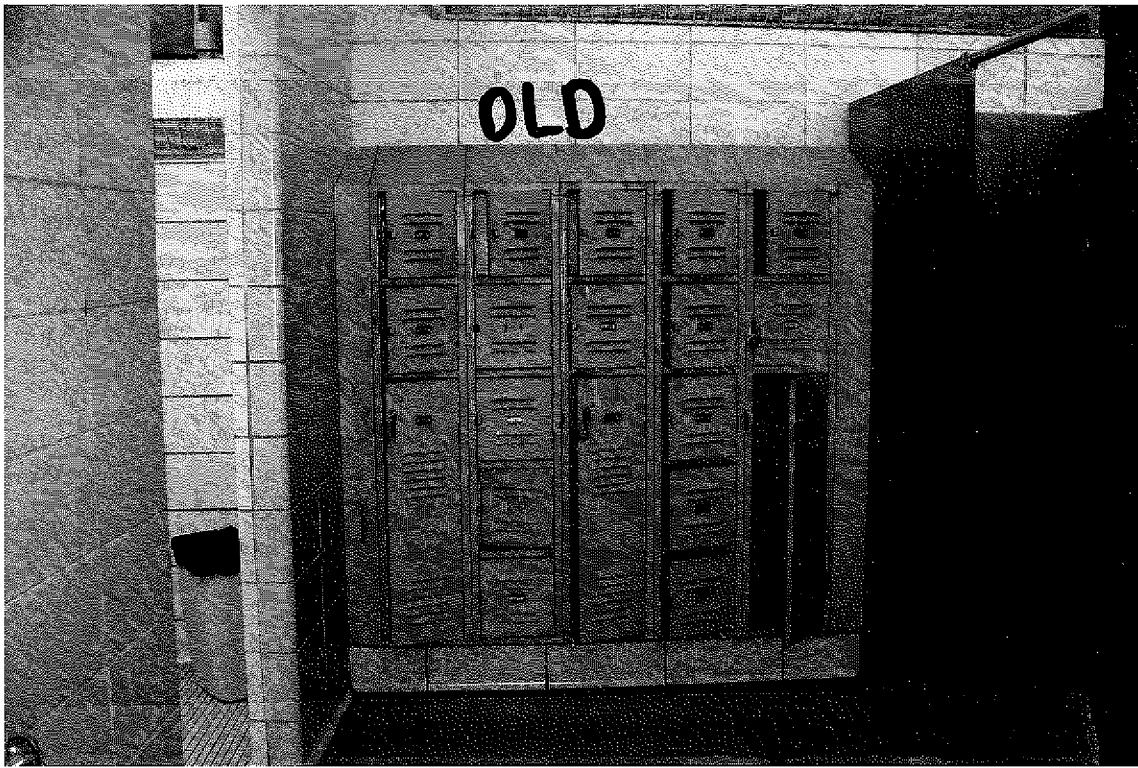
Removed old Lockers - Installed matching lockers from warehouse.

Painted Floor Blue

Installed shower curtains

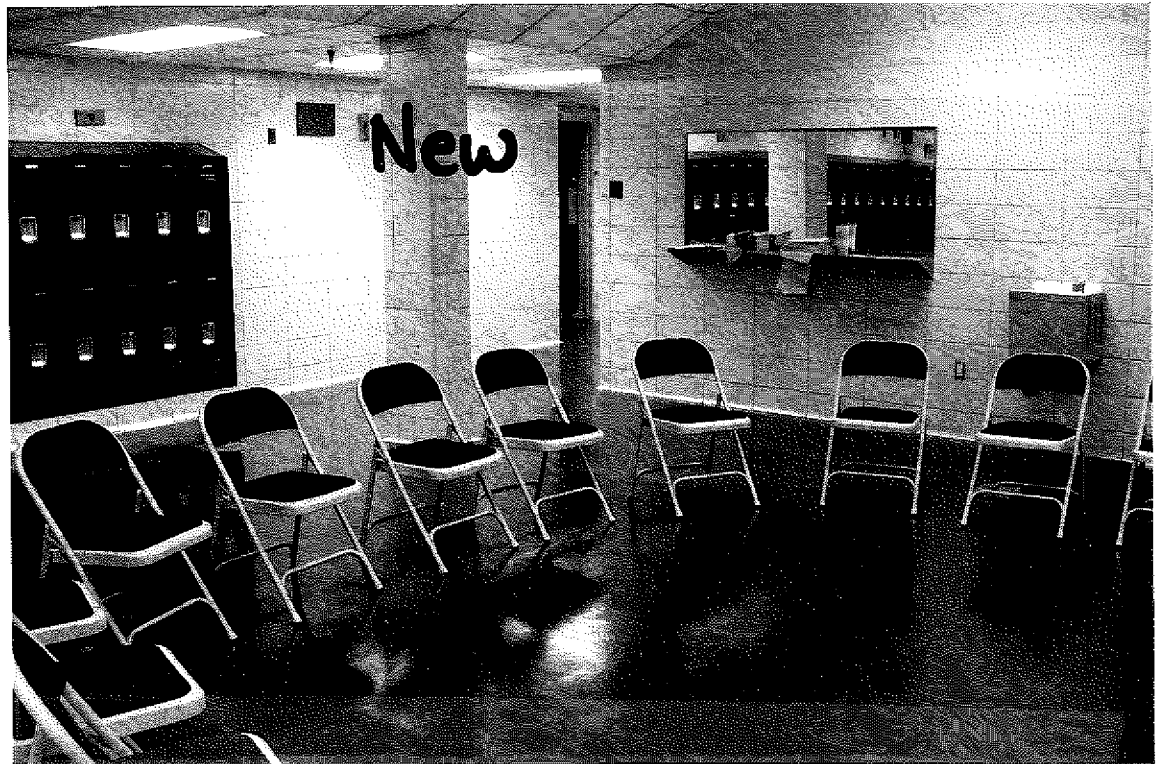


#5

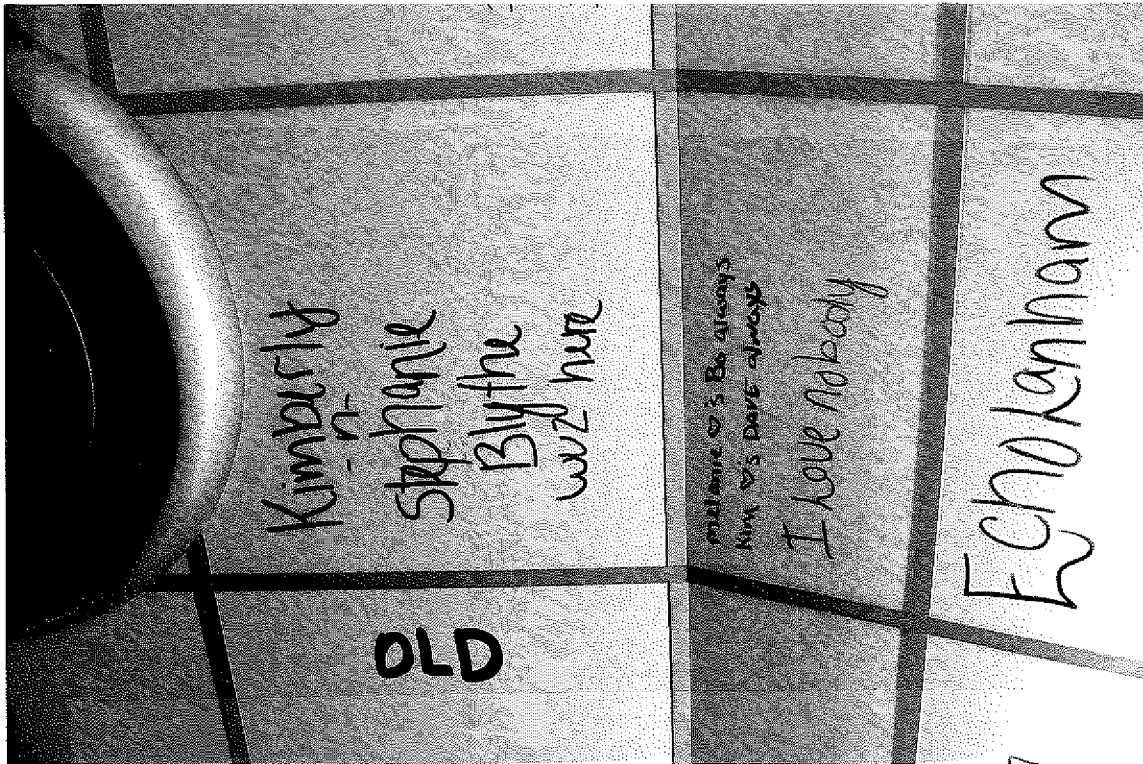


Removed
old lockers
Took out base
Remove
Showers
#6

Created a large meeting area.

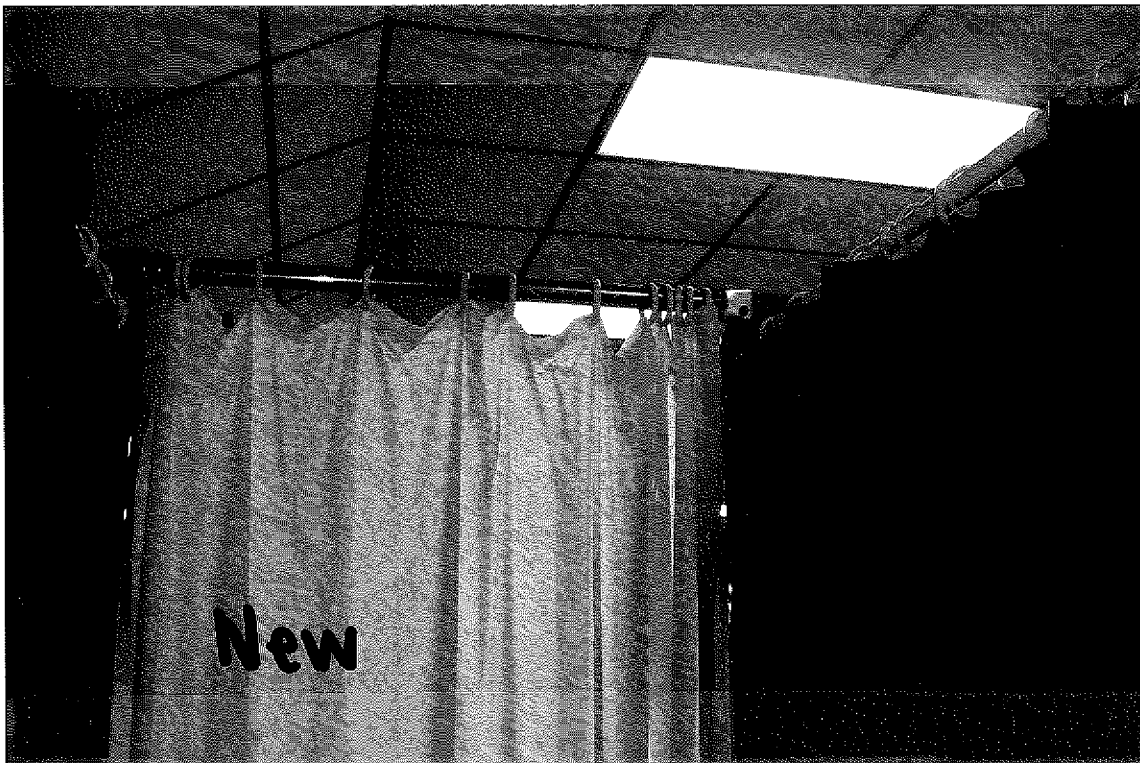


#7



#8

Replaced all ceiling tiles.



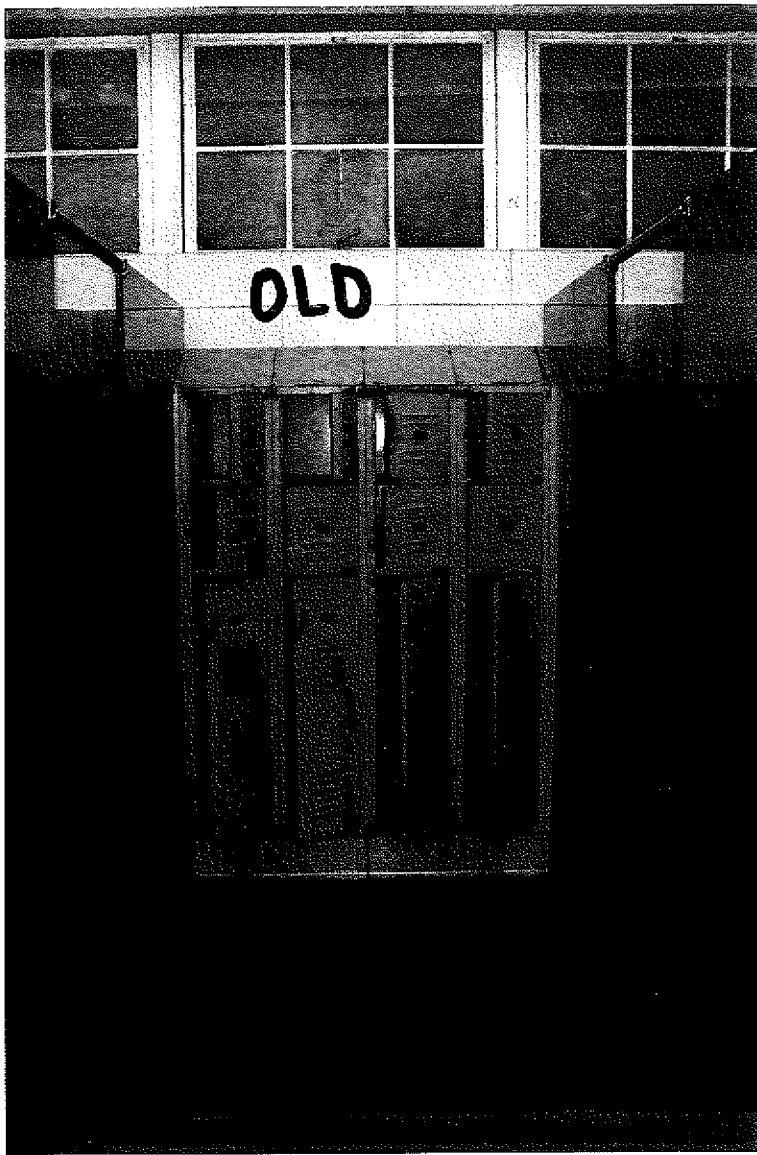
#9



Replaced
bathroom
fixtures.

\$11



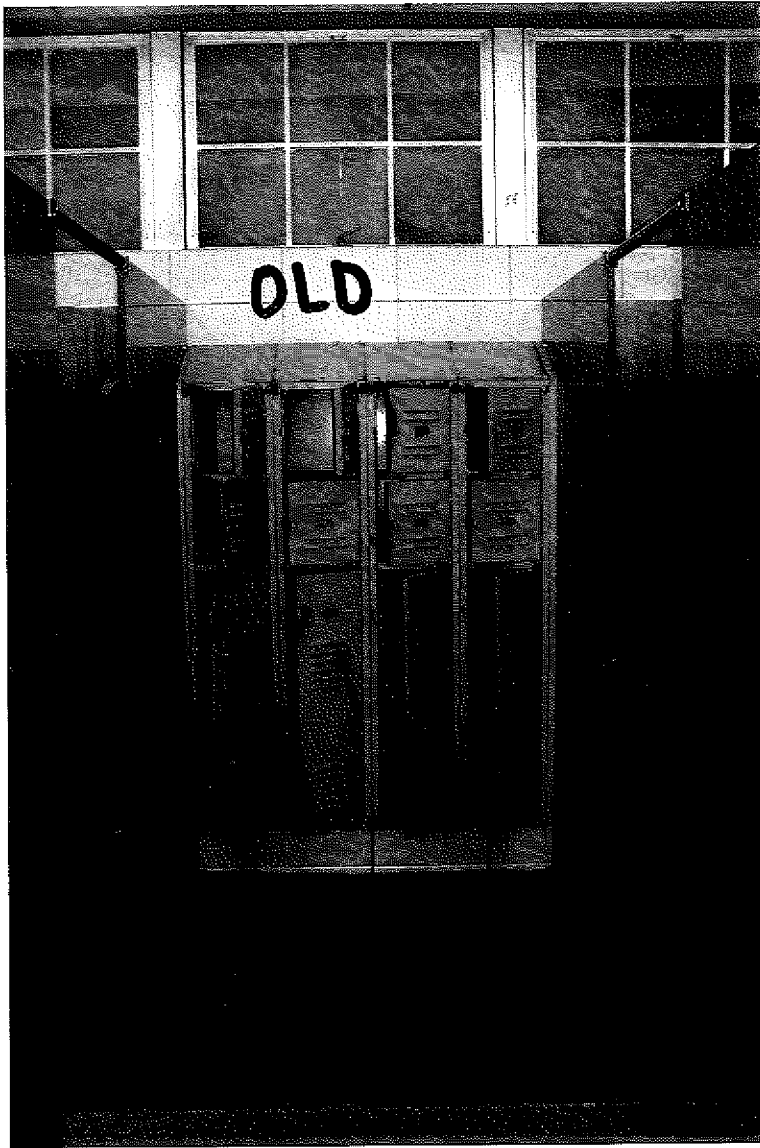


Removed Part of the
Showers & lockers
in between to ~~also~~ make
a meeting area.

12



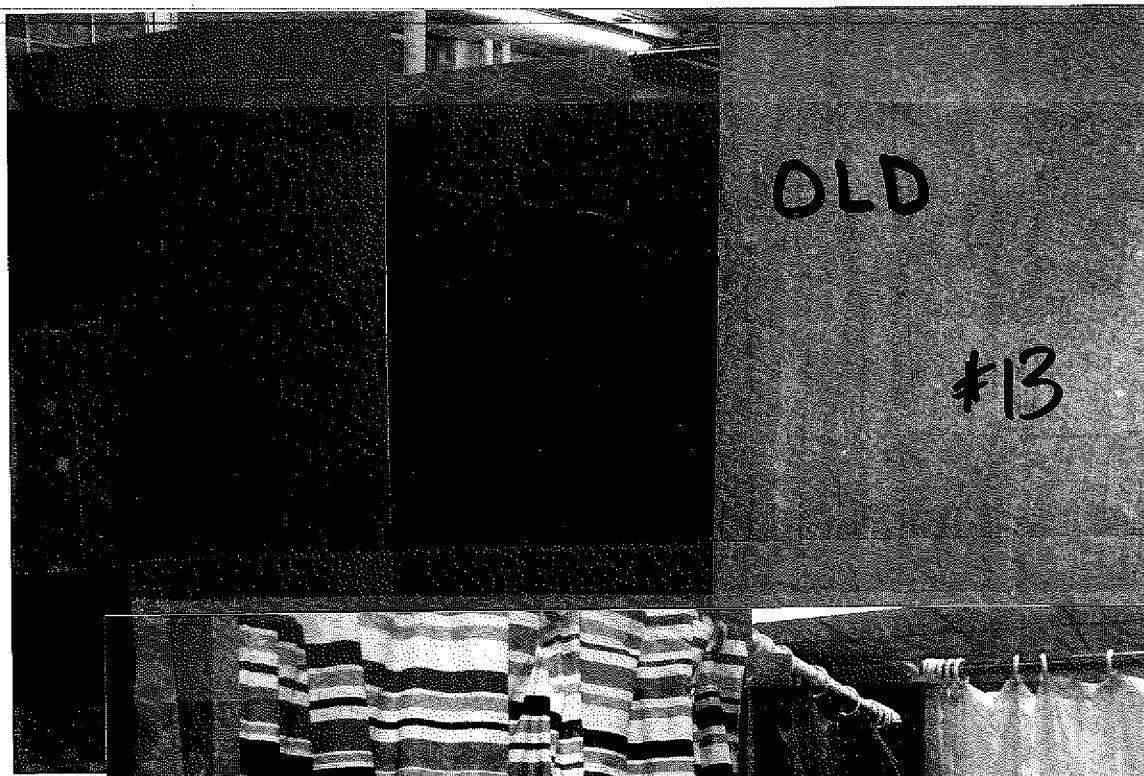
Shawnee High School 6/12/09



Removed part of the
Showers & lockers
in between to ~~area~~ make
a meeting area.

#12





Shawnee
High School
6/12/09
OLD SHOWERS
REMOVED 1/2
Created meeting
space



#14

Added
Shower
Curtains
to shower
area &
showers &
dressing
rooms.

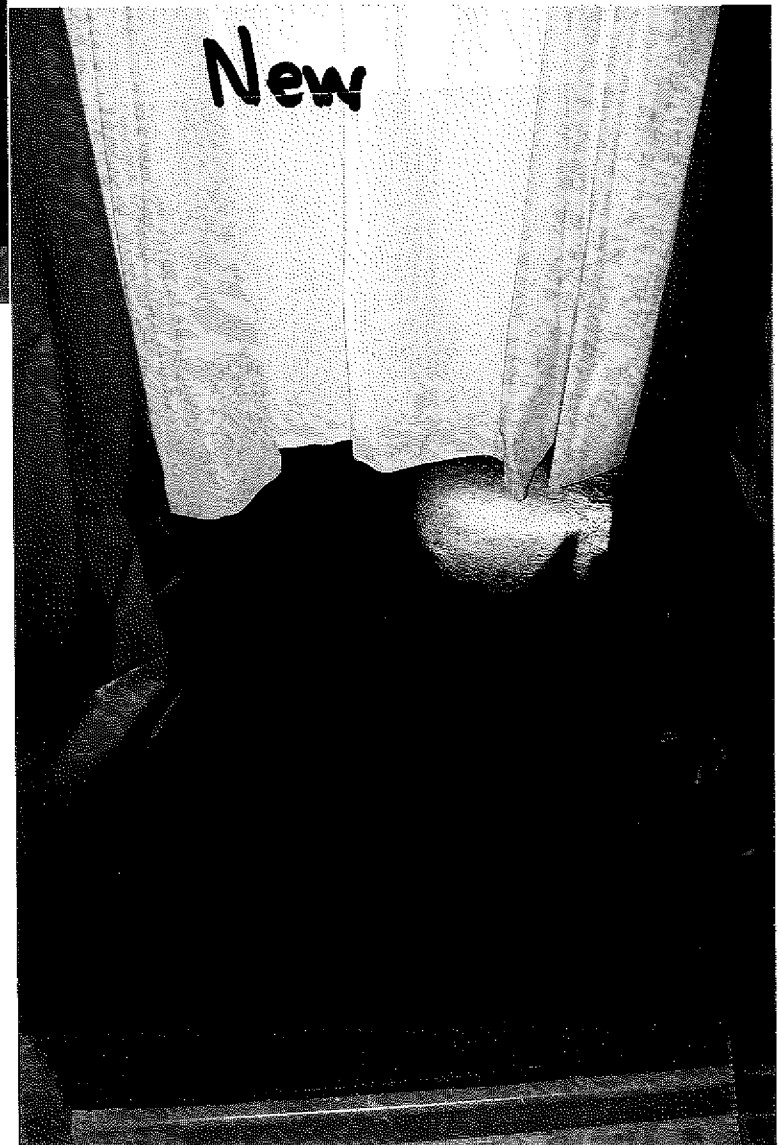




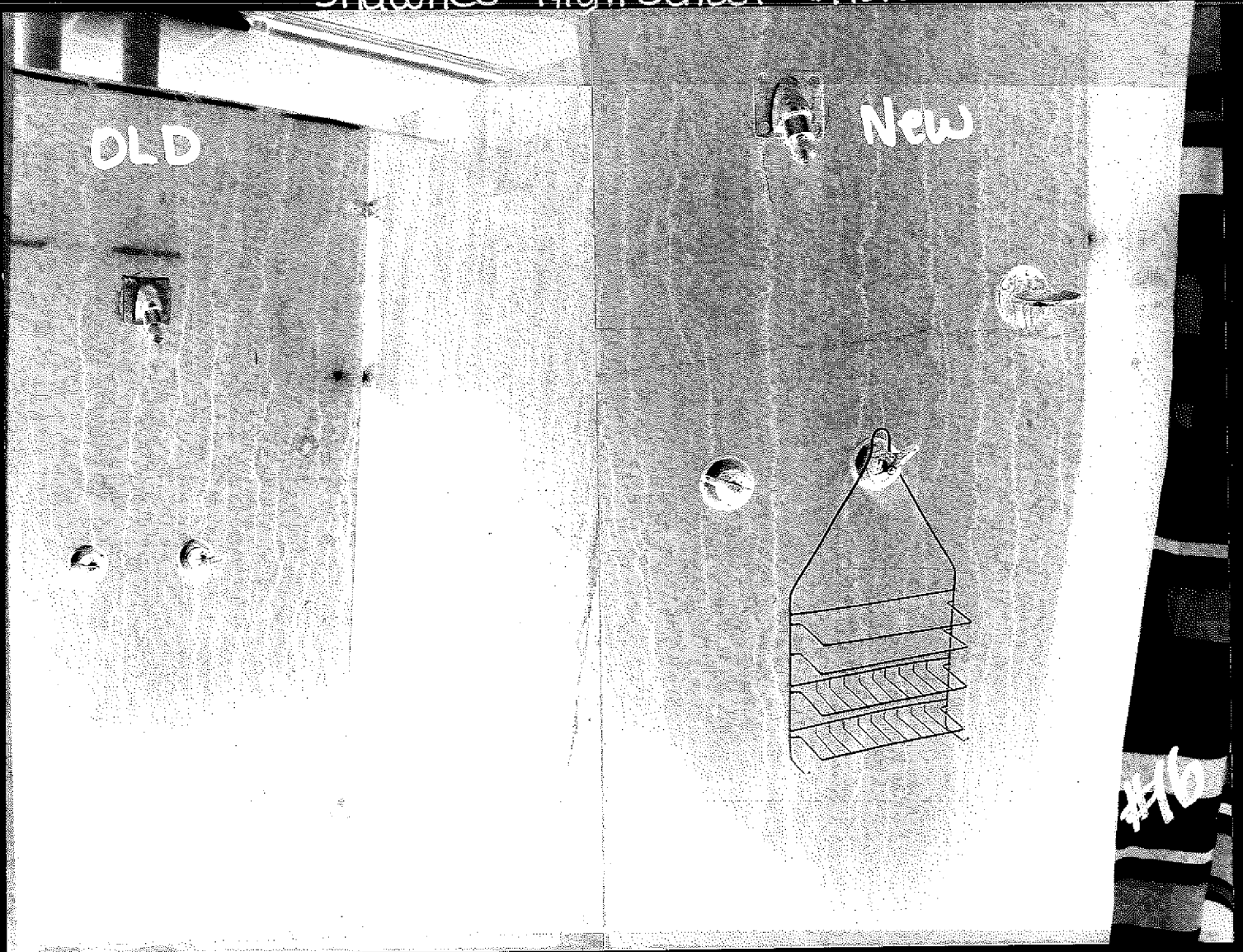
Showers/
Dressing Area

#14

#15



Shawnee High School 6/12/09



Added shower racks, curtains, trash cans, bath mats.



Title IX/Shawnee High School Girls Locker Room 6/11/09

The improvement on the Girls Locker Room is unbelievable. We have before and after pictures. With that being said, we are only 85% there. I am going to send photo's to KHSAA so they can see the progress we have made. I have listed below items in my opinion that still need to be done. Some may be undoable, but without being on the list, it won't even be considered. Please take this list and walk to the locker room and see what you think we can still do. Then we need to decide who can help us get these things done, and paid for.

1. Outside door (in gym) painted and new sign above door (Home Girls).
2. Furniture in coaches' office.
3. Blinds in window in coaches' office.
4. Pictures in coaches' office (team pictures?).
5. Large Shawnee Eagle rug on floor (like in football locker room).
6. Paint walls in bathroom part.
7. Clean tile floor in bathroom and showers.
8. Trash cans in stalls.
9. Paint green walls.
10. Pictures on wall.
11. Either refinish benches, or throw away.
12. Install or finish floor in back corner where lockers don't meet.
13. Paint yellow door and wooden door.
14. Soap dispensers in showers.

Thanks for everyone help in making this happen.

Shawnee High School Magnet Career Academy

4018 West Market Street
Louisville, Kentucky 40212
(502) 485-8326
Fax: (502) 485-8738

