



APR 09 2001

**KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION
ANNUAL VERIFICATION OF TITLE IX PROCEDURES**
(To be submitted by April 15, 2001 along with other required forms)

The HIGHLANDS High School, FT THOMAS, Kentucky
(Name of High School) (City)

certifies to the Kentucky High School Athletic Association that the following is an accurate and true representation of the facts surrounding compliance with Title 20, U.S.C. Titles 1681-1688, et. Seq. (also known as Title IX)

I certify the following provisions in accordance with records at the school contained in the permanent Title IX file, and to the best of my knowledge have completed the following tasks. (All boxes must be checked)

Established a gender equity committee at the high school. (list committee personnel provide attachment if necessary)

Name	Address	Phone	Title
GEORGE FRAKES	2400 MEMORIAL PKY	781-5900 x121	PRINCIPAL
JOHN MESSMER	"	781-5900 x169	TEACHER BOYS BASKETBALL COACH
LUCI CECIL	"	781-5900 x149	TEACHER GIRLS BASKETBALL COACH
RITA BYRD	25 N FT THOMAS AVE	781-3333 x113	ASST. SUPERINTENDENT
BRENDA STAGGS	2400 MEMORIAL PKY	781-5900 x127	GUIDANCE
BRAD FENNELL	58 MIAMI PARKWAY	781-7851	BOARD MEMBER
TRACY MCMATH	262 RIVERSIDE PKY	781-8770	BOARD MEMBER
CYNTHIA SUGARMAN	69 COVERT RUN PIKE	781-3054	PARENT
CHUCK THOMPSON	68 CANNON RIDGE	441-1913	PARENT ** SEE ATTACHMENT

Scheduled a minimum of three meetings during the 2000-2001 school year on the following dates:
 FEB. 22, 2001
 MARCH 21, 2001 - NEEDED TO BE POSTPONED BECAUSE WE WERE INVOLVED IN THE GIRLS SWEET 16
 APRIL 5, 2001 - AT THAT MEETING ANOTHER MEETING WILL BE SCHEDULED

Designated the following person as the Title IX coordinator for the school:

Name	Title	Address	Phone
DALE MUELLER	ATHLETIC ACTIVITIES DIRECTOR	2400 MEMORIAL PKY	781-5900 x 172

School personnel is continuing to make periodic reviews of the boys and girls athletics program reflected in the Corrective Action Plan.

In addition to the above information, the above referenced school maintains a complete permanent file relative to Title IX records including copies of the self-assessment audit, all corrective action plans, and other related materials.

Dale Mueller -AD (School Authorized Signature) Ray E. Fisher (Principal, Designated Rep) 4/4, 2001 (Date)
Barry Stinson (Superintendent Signature) Tracy McMath (School Board Chairperson)

ATTACHMENT FOR MEMBERS OF COMMITTEE

KATIE WINKLER	22 PORTER LANE	781-7662	STUDENT ATHLETE
TYLER BROWNING	100 ORCHARD LANE	781-0859	STUDENT ATHLETE
TARA BOOTHE	39 KLAINCREST	441-1095	STUDENT ATHLETE
ROB SMITH	62 GRANDVIEW	442-9419	STUDENT ATHLETE

**ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 1**

Participation Opportunities Test One

Program	Enrollment (1)	Percentage of Total Enrollment (3)	Number of Interscholastic Participants (double and triple count) (4)	Percent of Total Participation (5)
GIRLS	373	46%	260	43%
BOYS	438	54%	347	57%
Totals (2)	811	100%	607	100%

Instructions:

*Number of 8th grade students & below used in Column 4 calculations if applicable: _____

- 1) Determine the total number of girls enrolled.
Determine the total number of boys enrolled.
- 2) Add the total number of girls and boys enrolled to determine total enrollment.
- 3) Calculate the percentage of total enrollment that is female. Calculate the percentage of total enrollment that is male.
- 4) Ask the head coaches to review the most updated eligibility or squad lists for their teams. Ask coaches to confirm the names of those individuals who are on the team as of the first date of competition, and cross out the names of those who were cut from the team or quit the team prior to the first competitive event. Determine the total number of interscholastic athletics participants that are girls. In order to determine the total number of athletics participants an individual should be counted each time he or she participates on a team. For example, if Jane Doe competes on the varsity volleyball team, the junior varsity volleyball team, the junior varsity basketball team, and the varsity softball team, she should be counted as four participants (do not include club or intramural sports participants or cheerleaders). Calculate the same way for boys and girls. * In addition, should 8th grade students and below play on a Freshman, Junior Varsity, or Varsity team, they should also be counted for each team and sport they participate in. If applicable, please asterisk the above notation as to how many 8th grade students & below are included.
- 5) Calculate the percentage of female participation (Column 1) based on information from (Column 4).

Calculate the percentage of male participation (Column 1) based on information from (Column 4).

Note: While being within three percent is not a formal compliance standard; if the percent listed in Column 5 is within 3% of Column 3, then it provides a good target within which compliance is likely.

Signature: Dale Mueller Date: 4/4/01

ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 2

Participation Opportunities Test Two

Program	Number of Teams Currently Offered (1)	Number of Teams Added in Last Five Years (2)	Number of Participants Added in Last Five Years (3)	Percent of Total Participation By Sex (4)
GIRLS	varsity: 9	0	0	0
	j.v.: 8	0	0	0
	frosh: 3	0	0	0
	other: 0	0	0	0
	total: 20	0	0	0
BOYS	varsity: 9	0	0	0
	j.v.: 8	0	0	0
	frosh: 3	0	0	0
	other: 0	0	0	0
	total: 20	0	0	0

- 1) Calculate the number of interscholastic teams offered for girls at each competitive level (for example, varsity, junior varsity, and freshman levels).
- 2) Calculate the number of interscholastic teams that have been added in the last five years at each competitive level.
- 3) Determine the total number of participants that are currently on the teams that were added in the last five years.
- 4) Calculate the percentage of participants that have been added in the last five years. For example, if girls' varsity soccer (22 participants), junior varsity soccer (18 participants), junior varsity golf (8 participants), and freshman softball (15 participants) have been added in the last five years, then 63 participation opportunities have been added for girls. If the total number of female participants in the program is 300 (taken from Form T-1, Column 4), then 21% of the current opportunities (63 of 300) have been added in the last five years. Note: The total number of male/female participants should be the same as Column 4 on Summary Program Chart 1 on Form T-1.

Note: If the percentage of current female participants added in the last five years is 25% or greater, compliance with test two may be possible. If less than 25%, then compliance with test three should be analyzed. **CAUTION:** 25% is not a formal compliance standard. The count shall be taken on the first day of competition for students that are officially members of the team.

Signature: Dale Mueller Date: 4/4/01

ACCOMMODATION OF INTERESTS AND ABILITIES

SUMMARY PROGRAM CHART 3

Participation Opportunities Test Three

If girls are underrepresented in the interscholastic athletics program, answer the following questions for girls only. If boys are underrepresented in the interscholastic athletics program, answer the following questions for boys only.	GIRLS		BOYS
1. Is there an intramural team offered in a sport not now available in the interscholastic athletics program? (YES or NO)	NO		NO
2. For a sport <u>not</u> currently offered, is there sufficient interest to form a viable interscholastic team based on participation on an intramural team or community recreation teams? (YES or NO)	NO		NO
3. For a sport currently offered, is there enough interest to form a viable team for a junior varsity, freshman, or other interscholastic level that is not currently offered? (YES or NO)	YES		YES
4. If you answered yes to question one, two, <u>or</u> three, are there enough other high schools in your school's normal competitive region offering the sport and competitive level of sport to constitute enough competition for a reasonable competitive schedule? (YES or NO)	YES		YES

Signature: Dale Mueller Date: 4/4/01

ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 4

Levels of Competition Test One

Team Levels	GIRLS	BOYS
Total Number of Athletics Participants in All Levels	260	347
1. Number of Varsity Teams Offered	9	9
2. Number of Participants on all Varsity Teams	108	173
3. Percentage of Total Varsity Participants By Sex	41.5%	49.9%
4. Number of Junior Varsity Teams Offered	8	8
5. Number of Participants on all Junior Varsity Teams	100	110
6. Percentage of Total Junior Varsity Participants By Sex	38.5%	31.7%
7. Number of Freshman Teams Offered	3	3
8. Numbers of Participants on all Freshman Teams	52	64
9. Percentage of Total Freshman Participants By Sex	20%	18.4%

- 1) Determine the number of teams at the varsity, junior varsity, and freshman levels for boys and girls. (#1, 4, 7)
- 2) Determine the total number of participants for boys and girls at each competitive level. (#2, 5, 8)
- 3) Calculate the percentage of female and male participants at each level. (3, 6, 9)
Example: Take the total number of female participants from the Summary Program Chart 1 (Form T-1) and divide it into the number of total participants for each varsity, junior varsity and freshman level. Perform the same calculation for male participants. For example, if there are a total of 300 female participants, and 180 girls are on varsity teams, 80 girls on junior varsity teams, and 40 girls on freshman teams, then 60% of girls' participation opportunities are at the varsity level (180 divided by 300), 27% are at the junior varsity level (80 divided by 300), and 13% are at the freshman level (40 divided by 300). If there are a total of 400 male participants, and 250 participate at the varsity level, 100 boys participate on junior varsity teams, and 50 boys participate on freshman teams, then 63% of boys participate at the varsity level (250 divided by 400), 25% compete at the junior varsity level (100 divided by 400), and 13% compete at the freshman level (50 divided by 400).

Signature: *Dale Mueller* Date: 4/4/01

2000-2001 KHSAA TITLE IX ATHLETICS AUDIT

Checklist - Overall Interscholastic Athletics Program

Areas of Compliance	ADVANTAGE TO		
	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM (Compliance)
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**			NA
Tutoring**			NA
Housing and Dining Facilities and Services**			NA
Recruitment of Student Athletes**			NA

** Athletic scholarships, tutoring specifically for athletes, housing and dining facilities and services, and recruitment of student athletes are usually not relevant at the high school level.

Signature: Dale Mueller Date: 4/4/01

Must complete for any ADVISING

School Year: 2000/01
Signature: Dale M. Muller
Date: 4/4/01

**TITLE IX
CORRECTIVE ACTION PLAN**

To utilize this form indicate the intended area which needs corrective action and the suggested change time table for implementation. You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April 15, 2001.

ITEM FOR CORRECTION	SUGGESTED CHANGE	TIME TABLE FOR CORRECTIVE ACTION
<p>1. WE FEEL WE ARE IN COMPLIANCE HOWEVER OUR AREA WHERE THE BOYS CHANGE CLOTHES FOR ATHLETIC EVENTS IS BIGGER THAN WHAT WE HAVE FOR OUR GIRLS TO CHANGE CLOTHES FOR ATHLETIC EVENTS.</p> <p>2. GIRLS BASKETBALL HAS PLAYED GAMES ON MONDAY AND THURSDAY AND BOYS ON TUESDAYS AND FRIDAYS WHICH ARE MORE DESIRABLE.</p>	<p>1. SINCE WE ARE NOW BUILDING A NEW MIDDLE SCHOOL, ROOMS WILL BE AVAILABLE IN THE HIGH SCHOOL. WE ARE GOING TO CONVERT A LARGE ROOM INTO A DRESSING AND MEETING ROOM FOR GIRLS SPORTS.</p> <p>2. WE ARE SCHEDULING AS MANY OR MORE GIRLS GAMES ON TUESDAYS AND FRIDAYS AS BOYS GAMES.</p>	<p>1. WE EXPECT IT TO BE READY FOR THE START OF SCHOOL, AUGUST 2001.</p> <p>2. WE WILL BE SCHEDULED BY BASKETBALL SEASON.</p>

INTERSCHOLASTIC ATHLETICS SURVEY Summary Of Student Responses

Instructions:

1. Summarize the Student Athletics Interest Surveys 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 the Summary Form (T-63) and mail the Summary Form only to the KHSAA by April 15, 2001. Do not mail the original.

Date: WEEK OF JANUARY 22, 2001
Completed By: DALE MUELLER

Fall Sports (List Total Number of Participation Responses)

86	Football
47	Girls' Volleyball
85	Boys' Volleyball
26	Boys' Cross-Country
32	Girls' Cross-Country
16	Girls' Field Hockey
28	Boys' Golf
20	Girls' Golf
22	Boys' Soccer
36	Girls' Soccer

Winter Sport (List Total Number of Responses)

62	Boys' Basketball
53	Girls' Basketball
14	Boys' Swimming & Diving
31	Girls' Swimming & Diving
27	Boys' Wrestling
31	Girls' Gymnastics
20	Boys' Indoor Track
16	Girls' Indoor Track

Spring Sport (List Total Number of Responses)

44	Boys' Track
43	Girls' Track
33	Girls' Tennis
28	Boys' Tennis
36	Girls' Slow Pitch Softball
37	Girls' Fast Pitch Softball
57	Boys' Baseball

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

Response	Number
<u>40</u> I prefer other activities such as band, chorus, etc.	
<u>67</u> I don't have time	
<u>22</u> The practice schedules and game times are inconvenient	
<u>31</u> The sport I like isn't offered	
<u>7</u> It's too expensive	
<u>18</u> I prefer to participate in club or intramural sports	
<u>46</u> Working	
<u>43</u> Other	

Student Suggestions to encourage participation

CO-ED SPORTS

Dale Mueller
Signature

4/4/01
Date

Other Sports (From Survey Question 10)

Name of Sport	Number of Students Interested In Participating
LACROSSE	17
RUGBY	7
CHEERLEADING	3
WATER POLO	6
BOXING	6
DANCE	11
HOCKEY	19
BOWLING	6

Number of Students who participate in Intramural Sports. (From Survey Question 5)

Sport	Number
BASKETBALL (girls)	22
BASKETBALL (boys)	39
BASEBALL	23
SOCCER	16
FAST PITCH SB	12
GOLF	8

List Intramural Sports students are interested in adding: (From Survey Question 6)

Sport	Number
DANCE	20
PAINTBALL	6
BIKING	9
WATERPOLO	6
BOXING	5
HOCKEY	11

Participation in Non-School Sports Activities (From Survey Question 7)

Sport	Number
DANCE	20
SOCCER	23
GOLF	7
HOCKEY	11
SKIING	6
BIKING	9

ADDITIONAL ANSWERS FOR QUESTION 10

CO-ED WRESTLING	-	6
WRESTLING	-	11
PAINTBALL	-	5
SOCCER	-	9
GYMNASTICS	-	9
SKEET SHOOTING	-	1

ADDITIONAL ANSWERS FOR QUESTION 5

FRISBY	-	8
PAINTBALL	-	8
SKIING	-	3
POLO	-	6
DANCE	-	12
TENNIS	-	7
LACROSS	-	13
WATERPOLO	-	6
SOFTBALL	-	9
BOYS VOLLEYBALL	-	37
HOCKEY	-	13
BOXING	-	5
FOOTBALL	-	34

ADDITIONAL ANSWERS FOR QUESTION 6

FOOTBALL	-	34
FAST PITCH	-	12
BASEBALL	-	23
VOLLEYBALL	-	37
BOWLING	-	11
SKIING	-	3
GOLF	-	8

ADDITIONAL ANSWERS FOR QUESTION 7

SWIMMING	-	6
ICE HOCKEY	-	6
BOWLING	-	7
FOOTBALL	-	6
SOCCER	-	7
LACROSS	-	7
WATERPOLO	-	3
BASKETBALL	-	24
GYMNASTICS	-	13
VOLLEYBALL	-	17
BASEBALL	-	17
HORSEBACK RIDING	-	4
CHEERLEADING	-	6

Highlands High School

George L. Frakes
Principal

David E. Freer
Assistant Principal

2400 Memorial Parkway
Fort Thomas, Kentucky 41075
Phone: (606) 781-5900
Fax: (606) 441-9371
Website: <http://ft-thomas.k12.ky.us/hhs>

RECEIVED OCT 11 2000

Donald R. Popelar
Junior/Senior Counselor

Brenda W. Staggs
Freshman/Sophomore Counselor

October 10, 2000

Dear Phyllis Sallee:

Highlands High School was informed on October 9th, 2000 that the area that was not completed in the Title IX report mandated by KHSAA and the State of Kentucky was T 21, T 37, T 38, T 39, correction plan and student survey. These completed forms are enclosed.

I will call you at noon on Thursday, October 12, 2000 to confirm that we are in compliance with Title IX.

Thank You,

Carolyn Smith




Kentucky High School Athletic Association

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

MEMORANDUM

TO: Member School Superintendent, Principal, Athletic Director
Highlands High School

FROM: Brigid L. DeVries, Commissioner
Larry Boucher, Assistant Commissioner 

DATE: September 1, 2006

RE: 2006-2007 Title IX Review

With the close of the 2003-2004 school year, the Kentucky High School Athletic Association completed its initial five-year Title IX implementation plan. In partnership with the Kentucky Department of Education, the KHSAA is maintaining an ongoing effort to ensure Title IX compliance among all KHSAA member schools.

In that light, approximately thirty (30) member schools have been identified to participate in an ongoing Title IX Review during the 2006-2007 school year. Your school was among those chosen to take part in this update. We will, once again, visit your school to ascertain the progress made in attaining athletic equity for male and female students/athletes. The purpose of this memorandum is to assist you in preparing for this visit by KHSAA Audit Team members.

First, please complete the attached forms and return them to the KHSAA office no later than October 1, 2006. Every effort was made to reduce the amount of paperwork and to request the needed information in a clear and concise manner.

The aim of a couple of the included charts is to summarize the status of your program during the past five years. Consequently, it is imperative that you use information that is a part of the Annual Reports for 2001-2002, 2002-2003, 2003-2004, 2004-2005 and 2005-2006. Also, regarding the Annual Reports you have submitted, it has been the practice of the KHSAA to forward a copy to you of any corrected sheets in which there was an error in your calculations and/or submissions. Be sure to also refer to these corrected sheets when reporting the 2006-2007 information.

Second, you will be notified regarding the specific date for the visit. The visit will consist of a number of components. We ask that the required information be made available and that arrangements be made for the activities listed on the following page. An estimated timetable for the day of the visit is also presented.

(All times local to site)

(A) In order to expedite or shorten our visit, please make available in one central location, the following for display: (1:00 pm – 1:30 pm)

- Your schools' Permanent Title IX file with the 1999-2000 Self Study, all Annual Reports, minutes of Gender Equity Review Committee meetings, supplemental information such as the board approved salary schedule for coaches, letters/written communications regarding Title IX
- Sample uniforms for each team, to include warm-ups, travel uniforms and practice uniforms
- Schedules for 2005-2006 and 2006-2007 boys' and girls' varsity basketball games, media guides, sponsored seasonal schedule cards and game programs
- Facility usage schedules for the gymnasium, fields, weight room and team practice schedules
- Written policies regarding awards and recognition of athletic accomplishments pertaining to both genders
- Written designation of locker room and storage space assigned each team
- Written booster club agreements
- District planning documents for attaining athletic gender equity
- School generated athletic handbooks

(B) Arrange for the following activities:

- Guided tour of indoor and outdoor athletic-related facilities (1:30 pm – 3:00 pm)
- Selected interviews (3:00 pm – 4:00 pm)
 - A. Principal, Athletic Director and/or District Title IX Coordinator
 - B. Two coaches of female teams
 - C. One male and one female athlete, each from different sports (hopefully, these students are members of the Gender Equity Review Committee)
- Meeting with Gender Equity Review Committee* (4:00 pm – 5:00 pm)
Please include a school board member if one is not currently a member of the Committee.
- Public Comment Session (Please publicize this locally) (5:00 pm – 5:30 pm)

Third, following the visit, your Superintendent, Principal and Athletic Director, as well as your School and District Title IX Coordinators, will receive a written report describing the findings and any recommendations of the KHSAA Title IX Audit Team members, as approved by the KHSAA. The Kentucky Department of Education will be notified of any ongoing deficiencies.

Fourth, should you have any questions about the enclosed forms or the structure of the activities, please call KHSAA offices, (859) 299-5472, and speak with Larry Boucher, Assistant Commissioner (LBoucher@khsaa.org).

We thank you for your participation in this Title IX Review. Also, we commend you and your Gender Equity Review Committee for making advancements in achieving parity for female and male participants. The commitment of school personnel and community members in enhancing opportunities and benefits is resulting in improved educational programs for Kentucky's student athletes.

Please submit ONLY the charts/forms used in this report, unless otherwise specified.

* - A quorum (at least 50%) of your Gender Equity Committee members **must** be resent for the meeting from 4:00 to 5:00 p.m. or the visit will be rescheduled.