



Kentucky High School Athletic Association

To: Superintendent, Principal, and Athletic Director

From: Louis Stout, Commissioner 
Brigid L. DeVries, Executive Assistant Commissioner 

Date: June 19, 2001

Subject: Review of 2000-2001 Title IX Forms

Enclosed please find a copy of a review of the 2000-2001 Title IX Forms, submitted by your school. A copy of this information must be included in your permanent Title IX file at your school. In addition, you may find an attachment with corrected copies of the forms submitted by your school personnel. Please review this information so the forms can be completed accurately in the future.

Also, KHSAA Audit Staff may have requested a re-submission of some of the 2000-2001 Title IX forms or need additional information on your athletic programs. Please submit this information by the date requested if this is applicable.

Remember your permanent Title IX file at the school must be kept current with information pertaining to your athletics program. Copies of all KHSAA required documents should be part of this file and are subject to Open Records requests.

Should you need any further information, please do not hesitate to call anytime.

Memo

To: KHSAA Member School Superintendents, Principals, and Athletic Directors

From: Louis Stout, Commissioner
Brigid L. DeVries, Executive Assistant Commissioner

Date: June 14, 2001

RE: 2001 Title IX Forms Submission

School Owensboro Reviewed by Julian Tackett

The following is a status report regarding the required 2000 - 2001 Title IX submission of forms due in to the KHSAA office by April 15, 2001. Appropriate audit 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-4 (Summary Program Chart 4) |
| <input checked="" type="checkbox"/> T-1 (Summary Program Chart 1) | <input checked="" type="checkbox"/> T-41 (Checklist - Overall Interscholastic Program) |
| <input checked="" type="checkbox"/> T-2 (Summary Program Chart 2) | <input checked="" type="checkbox"/> T-60 (Corrective Action Plan) |
| <input checked="" type="checkbox"/> T-3 (Summary Program Chart 3) | <input checked="" type="checkbox"/> T-63 (Interscholastic Survey Results) |

II. Status

A. 2000 - 2001 Forms are satisfactory and no further information or action is necessary at this time.

It appears that forms other than T1, T4 and T41 were completed correctly.

B. Errors have been noted with respect to the following forms and corrected copies are being returned to you for placement in your Title IX file to ensure proper submission in the future.

Form T1 is miscalculated and a revised copy enclosed for future use.

An earlier version of T-4 was used causing the wrong total participant number to be used for females, however, the percentages appear to have been correctly calculated.

Form T-41 does not indicate the glaring problem with softball facilities. Until rectified, this should always lead to an indication that the boys have an advantage in both facilities, and practice time.

C. The following forms were omitted and must be submitted by school representatives.

D. Other Recommendation and Comments:

Written policies related to athletics, including travel, scheduling and practice, would help alleviate any confusion within the program as to responsibilities and rights of the coaches. In the audit setting, there seem to even be occasional factual contradiction as to travel and other benefits, and the Athletic Director would benefit from a unified approach, starting with a written manual.

Form T60 (corrective action plan) appears to be minimal at best, and does not seem to state the professed objectives of program expansion that were espoused during the audit.

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	513	51%	131	25.5% <i>37.1</i>
BOYS	499	49%	215	43% <i>62.2</i>
Totals (2)	1012	100%	100% <i>346</i>	68.5% <i>100%</i>

Instructions:

- 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.
- 5) Calculate the percentage of female participation (column 1) based on information from (column 4).

Calculate the percentage of male enrollment (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: *Ardon Power* Date: March 26, 2001

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	1	16	12%
	j.v.: 4	1	8	6%
	frosh: 0	1	0	0
	other: 0	0	0	0
	total: 13	2	24	18%
BOYS	varsity: 9	0	0	0
	j.v.: 4	0	0	0
	frosh: 3	0	0	0
	other: 0	0	0	0
	total: 16	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 item 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: Ardon Power AD Date: March 26, 2001

**ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 4**

Levels of Competition Test One

Team Levels		
Total Number of Athletics Participants in All Levels	GIRLS	BOYS
1. Number of Varsity Teams Offered	9	9
2. Number of Participants on all Varsity Teams	96	153
3. Percentage of Total Varsity Participants By Sex	73% ✓	71%
4. Total Number of Male Participants At All Levels	215 131	215
5. Number of Junior Varsity Teams Offered	4	4
6. Number of Participants on all Junior Varsity Teams	42	56
7. Percentage of Total Junior Varsity Participants By Sex	32% ✓	26%
8. Number of Freshman Teams Offered	1 22 ✓	3
9. Numbers of Participants on all Freshman Teams	8 12 ✓	49
10. Percentage of Total Freshman Participants By Sex	6% ✓	23%

- 1) Determine the number of teams at the varsity, junior varsity, and freshman levels for boys and girls. (#1, 5, 8)
- 2) Determine the total number of participants for boys and girls at each competitive level. (#2, 6, 9)
- 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 level, varsity, junior varsity and freshman levels. 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: Borden Power / AD Date: March 26, 2001

2000-2001 KHSAA TITLE IX ATHLETICS AUDIT

Checklist - Overall Interscholastic Athletics Program

Areas of Compliance	ADVANTAGE TO		
	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM (Compliance)
Opportunities			X
Equipment and Supplies		<i>X per audit</i>	X
Scheduling of Games and Practice Time		<i>X</i>	X
Travel and Per Diem Allowances			X
Coaching			X
Locker Rooms, Practice and Competitive Facilities		<i>X</i>	X
Medical and Training Facilities and Services			X
Publicity			X
Support Services			X
Athletic Scholarships**	NA	NA	NA
Tutoring**	NA	NA	NA
Housing and Dining Facilities and Services**	NA	NA	NA
Recruitment of Student Athletes**	NA	NA	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: *Borden Powers / AD* Date: March 26, 2001

School Year: 2000-2001
 Signature: Arden Power
 Date: March 26, 2001

**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>Higher percentage of boys' coaches (60%) work on campus compared to 50% of girls' coaches work on campus.</p> <p><i>To be submitted per audit</i></p>	<p>Continue to focus on hiring or moving girls' coaches on campus when proper staff positions are available. These positions will be assigned to the best qualified applicants.</p>	<p>Ongoing process as jobs become available on campus.</p>

Owensboro

APR 03 2001

**KENTUCKY HIGH SCHOOL
ATHLETIC ASSOCIATION**

TITLE IX

**MEMBER SCHOOLS
2000-2001 ANNUAL REPORT
FORMS**

**Submitted to KHSAA
By April 15, 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 Owensboro High School, Owensboro, 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
Gordon Powers,	1523 College Dr., O'boro/42301	(270)685-5080	Athletic Director
Anita Burnette,	3445 Woodlane Dr., Philpot/42366	(270)729-2400	Assistant Principal
Heather Black,	3932 Brentwood Dr., Apt. 6, O'boro/42301	(270)688-0140	Girls Basketball Coach
Thomas W. Purcell, Jr.,	1447 Brentwood Dr., O'boro/42301	(270)683-3658	Dr. of Fed. Programs & MINORITY AFFAIRS
Mike Stinnett,	1144 Concord Terrace, O'boro/42303	(270)688-8567	Boys Basketball Coach
Anne Moseley,	1270 Cary Ct., O'boro/42301	(270)683-6889	Parent

Scheduled a minimum of three meetings during the 2000-2001 school year on the following dates:

October 8, 2000

January 11, 2001

March 29, 2001

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

Thomas W. Purcell, Jr.	Director of Federal Programs & Minority Affairs	1447 Brentwood Dr. Owensboro, KY	(270)683-3658
Name	Title	Address	Phone

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.

K. C. Thomas, Jr. Principal March 26, 2001
(School Authorized Signature) Position (Principal, Designated Rep) (Date)

George B. Sells School Board Chairperson
(Superintendent Signature)

ACCOMMODATION OF INTERESTS AND ABILITIES

SUMMARY PROGRAM CHART 1

Participation Opportunities Test One

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Totals (2)	1012	100%	100%	68.5%

346 *100%*

Instructions:

- 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.
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Calculate the percentage of male enrollment (column 1) based on information from (column 4).

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Signature: *Mordon Power* Date: March 26, 2001

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	1	16	12%
	j.v.: 4	1	8	6%
	frosh: 0	1	0	0
	other: 0	0	0	0
	total: 13	2	24	18%
BOYS	varsity: 9	0	0	0
	j.v.: 4	0	0	0
	frosh: 3	0	0	0
	other: 0	0	0	0
	total: 16	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.
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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: Morden Power AD Date: March 26, 2001

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		
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		
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)	No		
4. If you answered yes to question one, two, or 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)	No		

Signature: Gordon Power / AD Date: March 26, 2001

ACCOMMODATION OF INTERESTS AND ABILITIES
SUMMARY PROGRAM CHART 4

Levels of Competition Test One

Team Levels		
Total Number of Athletics Participants in All Levels	GIRLS	BOYS
1. Number of Varsity Teams Offered	9	9
2. Number of Participants on all Varsity Teams	96	153
3. Percentage of Total Varsity Participants By Sex	73%	71%
4. Total Number of Male Participants At All Levels	215 / 31	215
5. Number of Junior Varsity Teams Offered	4	4
6. Number of Participants on all Junior Varsity Teams	42	56
7. Percentage of Total Junior Varsity Participants By Sex	32%	26%
8. Number of Freshman Teams Offered	1	3
9. Numbers of Participants on all Freshman Teams	8	49
10. Percentage of Total Freshman Participants By Sex	6%	23%

- 1) Determine the number of teams at the varsity, junior varsity, and freshman levels for boys and girls. (#1, 5, 8)
- 2) Determine the total number of participants for boys and girls at each competitive level. (#2, 6, 9)
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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 level, varsity, junior varsity and freshman levels. 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: Borden Power / AD Date: March 26, 2001

2000-2001 KHSAA TITLE IX ATHLETICS AUDIT

Checklist - Overall Interscholastic Athletics Program

Areas of Compliance	ADVANTAGE TO		
	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM (Compliance)
Opportunities			X
Equipment and Supplies		X per audit	X
Scheduling of Games and Practice Time		X	X
Travel and Per Diem Allowances			X
Coaching			X
Locker Rooms, Practice and Competitive Facilities		X	X
Medical and Training Facilities and Services			X
Publicity			X
Support Services			X
Athletic Scholarships**	NA	NA	NA
Tutoring**	NA	NA	NA
Housing and Dining Facilities and Services**	NA	NA	NA
Recruitment of Student Athletes**	NA	NA	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: Brandon Powers / AD Date: March 26, 2001

School Year: 2000-2001
 Signature: Brandon Pearson
 Date: March 26, 2001

**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>Higher percentage of boys' coaches (60%) work on campus compared to 50% of girls' coaches work on campus.</p> <p><i>To be submit per audit</i></p>	<p>Continue to focus on hiring or moving girls' coaches on campus when proper staff positions are available. These positions will be assigned to the best qualified applicants.</p>	<p>Ongoing process as jobs become available on campus.</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-64) and mail the Summary Form only to the KHSAA by April 15, 2001. Do not mail the original.

Date: March 26, 2001
Completed By: Gordon Power

Fall Sports (List Total Number of Participation Responses)

45	Football
20	Girls' Volleyball
14	Boys' Volleyball
11	Boys' Cross-Country
8	Girls' Cross-Country
0	Girls' Field Hockey
6	Boys' Golf
1	Girls' Golf
19	Boys' Soccer
14	Girls' Soccer

Winter Sport (List Total Number of Responses)

29	Boys' Basketball
9	Girls' Basketball
10	Boys' Swimming & Diving
13	Girls' Swimming & Diving
12	Boys' Wrestling
19	Girls' Gymnastics
12	Boys' Indoor Track
12	Girls' Indoor Track

Spring Sport (List Total Number of Responses)

18	Boys' Track
10	Girls' Track
8	Girls' Tennis
9	Boys' Tennis
9	Girls' Slow Pitch Softball
7	Girls' Fast Pitch Softball
19	Boys' Baseball

Other Sports (From Survey Question 10)

<u>Name of Sport</u>	<u>Number of Students Interested In Participating</u>
Flag Football	2
Roller Blading	1
Ice Hockey	4
Girls Football	3
Dodge Ball	1

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

<u>Sport</u>	<u>Number</u>
Bowling	75
Basketball	85
Fishing	25

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

<u>Sport</u>	<u>Number</u>
Soccer	1
Ice Hockey	4
Boxing	1
Table Tennis	1
Billiards	2

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

<u>Sport</u>	<u>Number</u>
Dodge Ball	Fall
Girls Football	Fall
Flag Football	Fall
Wrestling	Winter
Ice Hockey	Winter
Roller Blading	Spring

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

Response	Number
7	I prefer other activities such as band, chorus, etc.
20	I don't have time
9	The practice schedules and game times are inconvenient
6	The sport I like isn't offered
6	It's too expensive
3	I prefer to participate in club or intramural sports
18	Working
9	Other
	<u>Interfere with grades/studying</u>

Student Suggestions to encourage participation

- Make it more fun
- Increase scholarship opportunity
- Rewards
- Provide transportation

Gordon Power
Signature

March 26, 2001
Date