

# 2003-07

# Kentucky High School Athletic Association



## Operational Strategic Plan

STARTING OUR 87th YEAR OF SERVICE TO KENTUCKY SCHOOLS

### MISSION STATEMENT

The KHSAA shall establish,  
promote  
and deliver the highest quality  
interscholastic athletic programs  
and activities in an efficient and  
progressive manner that  
emphasize participation,  
safety, sportsmanship and  
integrity  
to enhance the educational  
experience  
of the student athlete.

Goal 1.0- Financial Stability and  
Debt Retirement

Goal 2.0- Educate KHSAA  
Constituencies

Goal 3.0 - Staff Growth and  
Development

Goal 4.0 - Monitor and Audit  
Compliance with  
KHSAA Rules.

Goal 5.0 - Enhance and Promote  
Current Programs and  
Preserve History.

Goal 6.0 - Promote Citizenship  
and Sportsmanship.

[www.khsaa.org](http://www.khsaa.org)

(a kentucky.com affiliate)

Member of  
National Federation  
of High School Associations

**KENTUCKY HIGH SCHOOL  
ATHLETIC ASSOCIATION**

**2003-2007 STRATEGIC PLAN  
GOALS AND OBJECTIVES**

**KHSAA BOARD OF CONTROL**

Chuck Broughton, 2007, Owensboro  
Lonnie Burgett, 2005, Mayfield  
Gary Dearborn, 2007, Cynthiana  
Paul Dotson, 2004, Belfry  
Cynthia Elliott, 2007, Jackson  
Betsy Glover, 2004, Lewisport  
Paula Goodin, 2007, Pineville  
Sally Haeberle, 2006, Ashland  
Stan Hardin, 2006, Louisville  
Ken Hurt, 2005, Lancaster  
Kathy Johnston, 2003, Lexington  
L.V. McGinty, 2004, Paducah  
Steve Parker, 2005, Lexington  
Jeff Perkins, 2005, Somerset  
Eddie Saylor, 2004, Molus  
Bob Schneider, 2008, Newport  
James Sexton, 2006, Louisville  
Bob Stewart, 2006, Louisville  
Jerry Taylor, 2006, Munfordville

**KHSAA EXECUTIVE STAFF**

Brigid DeVries, Commissioner  
Larry Boucher, Assistant Commissioner  
Julian Tackett, Assistant Commissioner  
Roland Williams, Assistant Commissioner  
Butch Cope, Director of Promotions and Media Relations  
Ken Tippett, Fund Raising Consultant

July, 2003

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(859)293-5999 (FAX)

**GOAL 4.0 – Continue to monitor and audit compliance guidelines of member schools with through regulations set forth by the Association and other entities.**

**Strategy 4.1 – The KHSAA shall monitor the compliance of its membership with Association rules and ensure consistent application.**

Monitoring compliance with KHSAA rules is paramount, not only from an enforcement perspective, but so that compliant members feel that the rules are consistently applied.

***Tactic 4.1.1 - The KHSAA shall annually assess compliance with Association rules to ensure consistent application and identify areas for revision.***

*Implementation 4.1.1.1 – Develop an annual audit tool to assess and monitor compliance with KHSAA bylaws, policies and procedures. Require submission of materials on a regular basis with documentation verified as to its being received by the Association.*

*Implementation 4.1.1.2 – Explore electronic mechanisms for tracking compliance issues, actions and rulings related to Association rules.*

*Implementation 4.1.1.3 – Recognize schools in a positive way who can document compliance with Association rules.*

*Implementation 4.1.1.4 – Require completion of form(s) on an Annual basis signed by the Principal verifying compliance as a condition of membership in the Association.*

*Implementation 4.1.1.5 – Maintain and expand the list of forms to be completed by the membership on a regular basis.*

*Implementation 4.1.1.6 – Continue to make all forms available through the KHSAA web site.*

***Tactic 4.1.2- Continue to emphasize standardization of penalties for all violations to ensure consistent and fair treatment.***

*Implementation 4.1.2.1 - Insist that school administrative personnel inform players, parents and coaches regarding Association rules and regulations.*

*Implementation 4.1.2.2 - Impose proper penalties for non compliance or failure to adhere to Association deadlines.*

*Implementation 4.1.2.3 - Eliminate verbal decisions and make certain written rulings take precedence over verbal statements.*

**Strategy 4.2 – The KHSAA shall produce informational and educational materials, workshops and seminars for use by the memberships related to compliance with the provisions of 20 USC Section 1681 (Title IX).**

By directive, the KHSAA is to assist the Kentucky Department of Education and other interested agencies and groups to educate the member schools on the Title IX regulations and assist in monitoring compliance.

***Tactic 4.2.1 –The KHSAA shall produce and update on a routine basis, Title IX Compliance Material and Require Submission of required forms on an annual basis.***

*Implementation 4.2.1.1 – Include in the manual a checklist and forms to be used by the school representatives in verifying compliance.*

*Implementation 4.2.1.2 – Provide recent interpretations of Title IX for use by the membership as distributed by the Office of Civil Rights, National*

*Federation of State Association, Kentucky Department of Education and other groups.*

*Implementation 4.2.1.3 – Catalogue and enforce all applicable copyrights to Title IX and other documents.*

***Tactic 4.2.2 – Use KHSAA Annual Meeting and other available workshops and public relations mechanisms to educate the member school on the provisions of Title IX.***

*Implementation 4.2.2.1 – Include Title IX as an annual workshop topic at the Annual Meeting.*

*Implementation 4.2.2.2 – Conduct workshops in conjunction with agencies such as Kentucky School Boards Association, Kentucky Department of Education and others.*

*Implementation 4.2.2.3 – Utilize KHSAA public relations activities such as coach’s radio shows, news releases and news access to highlight legislation regarding Title IX, as well as the accomplishments of female participants.*

***Tactic 4.2.3 – Select a percentage of the association membership per year to be included in random audits of Title IX Compliance.***

*Implementation 4.2.3.1 – Provide a checklist of requested material to Superintendent, Principal and Athletic Director within each school on an annual basis.*

*Implementation 4.2.3.2 – Maintain a permanent Title IX folder for each school to be available for inspection upon request.*

*Implementation 4.2.3.3 – Specify necessary attendance at any meeting held during a Title IX audit visit.*

*Implementation 4.2.3.4 – Continue to identify the Title IX coordinator for each school and/or school district and include them in the Title IX audit process.*

***Tactic 4.2.4 – Review information gathered on Title IX visits and issue a summary report for schools with specific concerns addressed along with any remedies.***

*Implementation 4.2.4.1 – Review corrective action plan and recommend revisions if necessary.*

*Implementation 4.2.4.2 – Continue monitoring the corrective action plan timetable of each school for implementation.*

*Implementation 4.2.4.3 – Recognize and highlight schools or programs that are viewed as compliant with Title IX by the audit staff.*

*Implementation 4.2.4.4 – Continue reporting Title IX deficiencies to the Kentucky Board of Education.*