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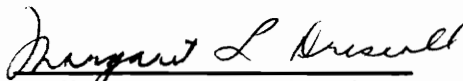
STUDY OF THE DECREASE OF FEMALE COACHES OF
FEMALE ATHLETICS FOR MONTGOMERY COUNTY, VA
DURING THE YEARS 1972-1988


by

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Thesis submitted to the faculty of the
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Committee Chairperson: Margaret L. Driscoll
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(ABSTRACT)

The decrease of female coaches of female sports in Montgomery County, Virginia was studied. Data was obtained through the Virginia High School League Directory, supplemental duty records found at the Montgomery County School Board office and through the use of a questionnaire.

Related research is presented showing a trend of the decrease of female coaches of female athletes and the increase of male coaches of female athletes at both the interscholastic and intercollegiate levels in states throughout the country. This paper introduces data showing a similar trend in the high schools of Montgomery County, Virginia where overall athletic opportunities have increased for high school females, but there has been a decrease of female coaches of female sports and an

Increase of male coaches of female sports. Two main reasons given by the female coaches for leaving the coaching profession were the hours and teaching duties. Those schools involved in the study were Auburn High School, Blacksburg High School, Christiansburg High School and Shawsville High School.

Acknowledgements

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And last I would like to thank those special people behind the scenes for their continuous support who made this finished product possible. First of all to my family who have always encouraged me to look ahead; Susan Lester who without her computer expertise I would have had to spend many more hours behind the keyboard; my friends at Auburn High School for support above and

beyond; and to my students at Auburn High School who encourage me
always to strive for bigger and better and best.

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Chapter I

Introduction

Introduction and Statement of the Problem

Studies clearly show that since the implementation of Title IX overall participation of females in interscholastic competition has increased from 300,000 girls in 1970 - 1971 to over 2.1 million by 1978 - 1979 (Acosta & Carpenter, 1985). With this increase in participation has come the need for additional coaches for these female participants. Researchers studying coaching trends over the last twenty years report that even though opportunities for female competition are increasing, higher level positions, for example head coaches and athletic administrators, are being filled by more men than women (Heishman, Bunker & Tutwiler, 1990).

Since 1972 the states of Florida, Wisconsin, Iowa and Colorado have had a decreasing number of female coaches for high school female sports (Acosta & Carpenter, 1985) as well as the states of Illinois, Kansas, Minnesota, Nebraska, Ohio, Virginia and Washington (True, 1986). Acosta and Carpenter (1985), Sisley and Capel (1986), True (1986) and Heishman, Bunker and Tutwiler (1990) all considered the lack of female head coaches for female athletes at the high school level of competition a particular problem because of the lack of appropriate female role models for young females.

There has also been a decrease in female head coaches at the college level. Holmen and Parkhouse (1981) reported that during the years 1974-1979, even with a 37% increase in the total number of coaching positions for female sports, men head coaches of female sports increased from 319 to 756 and female head coaches of female sports decreased from 1485 to 1191. Acosta and Carpenter (1985) reported that in 1973 92% of female intercollegiate teams were coached by females. In 1977 58.2% of those teams were coached by females and in 1984 53.8% were coached by females.

Purpose

The purpose of this study was to determine if there had been a decrease in the number of female coaches for high school female varsity athletes in the County of Montgomery, Virginia, and compare these statistics with those found on a national level using current available studies. An additional purpose was to try to ascertain particular reasons for females leaving the coaching profession in the County of Montgomery, Virginia.

Significance

Because the overall number of women coaches who coach female high school athletes has decreased since 1972, gaining insights into why women have left the coaching profession may help administrators and others concerned with this statistic to avoid

the continuation of this trend. Although many studies have produced numbers showing the rate of the decrease of female coaches, frequently the reasons for the decrease have not been given. This study has attempted to determine the specific reasons given by female coaches of Montgomery County high school varsity female athletes who have left the coaching profession.

Limitations

The limitations of this study include the following: 1) Subjects were identified from the Virginia High School League Directory through the years 1972-1988 with the understanding they rely on individual school's principals and athletic directors to provide up to date and correct information on the upcoming year's coaches for all sports offered. 2) Questionnaire data and conclusions were limited by the degree of the honesty of the participants. 3) Questionnaires were sent through the mail to target coaches whose addresses were located.

Delimitations

The delimitations of this study include the following: 1) Only the County of Montgomery, Virginia in particular was studied. 2) Only female coaches of high school varsity female athletes for the years 1972-1988 in the County of Montgomery, Virginia were considered as subjects for the questionnaire.

3) Data were not collected after 1988 since the revitalization made to Title IX during that year could affect the results of the data collected.

Research Questions

1. Has there been a decrease in the number of female coaches for varsity female athletic programs through the years 1972-1988 in the County of Montgomery, Virginia?
2. What are some of the factors that led to females resigning from their high school coaching positions?
3. How do the statistics from this study compare to similar studies conducted concerning the decrease of female coaches for varsity high school female athletic programs?

Summary

This chapter included the statement of the problem of this study indicating that with the increased number of females participating in athletics the number of females coaching those teams is decreasing. Numerous studies were cited to confirm this situation. This study will compare its results with previous studies to determine if the decrease in the number of female coaches of female athletes occurring in other states is also occurring in the County of Montgomery, Virginia.

Chapter II

Review of the Literature

Introduction

Since 1972 the number of females participating in interscholastic and intercollegiate athletic programs has grown creating a need for more coaches for these female participants. At first females largely made up this work force. Some states such as Illinois (True, 1986) originally required their high school female teams to be coached by females. As time passed, more males became involved in coaching female athletes resulting in a decrease in female coaches of female athletes and an increase in male coaches for female athletes at both the high school and college levels.

In 1985 Acosta and Carpenter reported in A Status Report that interscholastic sports for females increased in the seventies by almost 700%, from 300,000 girls participating in 1971-1978 to over 2.1 million in 1978-1979. For boys, participation increased from 3.7 million to 4.2 million for the same years. The literature review that follows will include research which describes the decrease in high school female coaches of female athletes and the decrease in college female coaches of female athletes but the increase of male coaches of female athletes at the high school and college level.

Decrease in the Number of High School Female Coaches

There are presently no national data available on the overall decrease of female coaches for high school female sports.

However, there are studies available of the decrease of female coaches for high school female sports of individual states.

Pastore and Whiddon (1983) conducted a survey in the state of Florida by sending a questionnaire to all 291 public high school principals in the state requesting information on female and male coaches of both female and male high school teams. They reported that in 1975-1976 60% of the coaches for high school female teams were female but by 1981-1982 only 47.5% were female. Principals indicated in the survey a difficulty of finding qualified female applicants for coaching assignments. Pastore and Whiddon (1983) suggested a need for more course offerings in coaching and administration for interested females and encouraged females to stay informed of new developments in athletics and assert themselves to obtain available positions.

In Wisconsin, as reported by Hart (cited in Acosta & Carpenter, 1985), in 1971-1972 all of the high schools' female teams had female coaches, but by 1982 the percentage of female coaches had dropped to 53.8%. Similar data on the decrease of female coaches were found in Iowa and Colorado as well as six other states (Acosta & Carpenter, 1985).

Acosta and Carpenter (1985) indicated that there was a concern for the lack of appropriate role models for young females. To provide appropriate role models for these young females, they encouraged the formation of leadership conferences, clinics and training sessions to help interested females become sport leaders of the future (Acosta & Carpenter, 1985).

In 1986, True presented statistics, found in Table 1 which was developed from the information in True's (1986) article, on the percentages of female coaches of female teams from the years 1971-1972 through 1984-1985 in the states of Colorado, Illinois, Kansas, Minnesota, Nebraska, Ohio, Virginia, Washington and Wisconsin. Her information shows a decrease of female coaches in every state during the time period observed. It should be mentioned that one of these states, Illinois, required that girls teams be coached only by females in 1971-1972 but no other state studied in this paper had similar requirements. Interesting to note that of the states studied the only one that recorded over 50% female coaches of female sports in 1984-1985 was Illinois.

True (1986) established in her paper the premise that females generally understand the psychological and physical characteristics of girls better than a male. This would make it more important to attempt to stop the decrease in the number of female coaches for female sports programs so that girls could benefit fully from their athletic involvement.

Table 1

True's Statistics From 1986

<u>State</u>	<u>1971-1972</u>	<u>1984-1985</u>
Colorado	89% (73-74)	38%
Illinois	100%	52%
Kansas	69%	33%
Minnesota	55%	37%
Nebraska	48%	30%
Ohio	96%	40%
Virginia	92%	42%
Washington	85%	32%
Wisconsin	100%	41%

Note. From "Coaching: study evaluates reasons behind declining number of women coaches" by S. True, 1986, Interscholastic Athletic Administration, pp. 18-21.

True (1986) presented possible reasons for the decrease of female coaches for female sports. She suggested in the 1970's females were sometimes chaperones more than coaches due to the newness of female sports and the inexperience of female coaches. As the athletic ability of the females improved, there was an increased demand for better qualified coaches which resulted in more time and energy given to the job. The passage of Title IX led to increased pay for coaching female teams which encouraged males to consider that option. Many female physical education teachers who had tried to meet the early demands found it necessary to give up some of the teams for which they had been responsible. This sometimes resulted in the need to hire individuals outside of physical education to fill these coaching positions.

True (1986) indicated poor teaching salaries as another reason for the decreasing number of female coaches because young women who had more athletic experience and could successfully fill coaching positions were looking to higher paying professions elsewhere. She suggested more public support to public education and more encouragement from those working with young female athletes to consider coaching as a profession. She also recommended providing more training opportunities to those females interested in coaching and to those already in the coaching profession. In addition, she indicated the need for males and

females to work together sharing knowledge of athletics to benefit the young student athletes.

In 1986, Sisley and Capel presented research on the decreasing number of female high school coaches by combining the results of previously conducted research for various states. A study completed by Schafer in 1984 (cited in Sisley & Capel, 1986) showed that in Colorado, in 1972, 89% of the coaches of female teams were females but in 1983-1984 only 33% were female. Sisley and Capel (1986) also reviewed studies completed by True, Acosta and Carpenter and Pastore and Whiddon which have already been presented in this paper.

Sisley and Capel (1986) discussed the data they received from researching the gender differences of Oregon coaches. They reported that there was a dominance of males in interscholastic coaching positions both in male high school sports programs and female high school sports programs. Out of 625 head coaching positions for female high school teams in Oregon, 62.6% of those positions were held by males and 37.4% of those positions were held by females. Sisley and Capel (1986) reported a higher percentage of male coaches of either male or female high school teams were coaching at the same school where they were teaching as compared to female coaches. A higher percentage of female coaches were not certified to teach than were male coaches. They reported that a greater percentage of female coaches held a physical

education degree while a greater percentage of male coaches either held a coaching minor from college or had been a varsity athlete at college in the sport that they were presently coaching. Data from their research showed a higher percentage of male coaches had received an inservice program for athletic injury management probably because there were no females hired as coaches of high risk sports such as baseball, football and wrestling. They further reported that males dominated head coaching positions in all sports, male and female, except girls' tennis and volleyball.

Sisley and Capel (1986) concluded that unless greater opportunities are made for females to secure head coaching positions appropriate role models of female coaches cannot be established. They encouraged administrators to address this issue and take appropriate steps to increase the number of female coaches holding head coaching positions of female teams by actively seeking qualified females.

Heishman, Bunker and Tutwiler (1990) detailed the percentages of female head coaches of high school teams from 1972 until 1987 in the states of Colorado, Florida, Illinois, Ohio and Wisconsin using previous studies. They compared their data from the Commonwealth of Virginia to the percentages already established.

Heishman, Bunker and Tutwiler (1990) found that overall opportunities for coaching positions in Virginia of female teams had increased from 530 head coaching positions in 1972 to 1,437 in

1987 - a 271% increase due to an increase in the number of females participating in high school athletics. The overall percentage of females coaching high school female teams had decreased from 80.3% in 1972 to 43.9% in 1987 while the overall percentage of males coaching female high school teams had increased from 6.8% in 1972 to 44% in 1987. This study further showed a percentage drop in female coaches of all high school girls sports even the expected strongholds such as field hockey, gymnastics and volleyball and a percentage increase in male coaches of all high school female sports (see Table 2).

Heishman, Bunker and Tutwiler (1990) concluded that there has been a significant drop in female coaches for female sports in the Commonwealth of Virginia since 1972. Their expectation was that since females make up over half of the population then at least half of the sports programs should be under female leadership which was not found to be true in this study. Their concerns included a lack of female role models for young females coming through the athletic programs and the perceived message that coaching and other sports occupations were not viable career options for females.

Decrease in College Female Coaches

In 1981, Holmen and Parkhouse conducted a study to determine trends in selecting coaches for female athletes from 1974 to 1979

Table 2
Heishman, Bunker & Tutwiler from 1990

Sport	1972			1987		
	Female	Male	Unknown	Female	Male	Unknown
Basketball	80%	10.9%	9.1%	37.4%	55.3%	7.3%
Field Hockey	81.8%	2.3%	15.9%	74.0%	6.0%	20.0%
Gymnastics	76.6%	3.7%	19.7%	68.5%	15.2%	16.3%
Indoor Track	100%	----	----	13.6%	72.9%	13.5%
Outdoor Track	86.2%	4.6%	9.2%	40.3%	48.5%	11.2%
Softball	84.6%	5.1%	10.3%	45.2%	44.7%	10.1%
Tennis	70.2%	10.6%	19.2%	53.4%	33.2%	13.4%
Volleyball	82.8%	----	17.2%	67.2%	22.9%	9.9%

Note. From "The decline of women leaders (coaches and athletic directors) in girl's interscholastic sport programs in Virginia from 1972 to 1987" by Heishman, M., Bunker, L., & Tutwiler, R., 1990, Research Quarterly for Exercise and Sport, 61, pp. 103-107.

at the college level. They found that in 1974 out of 780 individuals who coached female athletes 584 coaches were female and 196 were male. In 1976 out of 1008 individuals who coached female athletes 595 were female and 413 were male - a 76% increase for males coaching female sports versus a 5% increase for female coaches. This question had a low response rate and was not asked on their 1979 questionnaire.

Holmen and Parkhouse (1981) also researched the coaching positions, both head coaches and assistant coaches, for female intercollegiate sports on a national level. The number of males who were head coaches of female college athletes increased by 137% from 319 positions held in 1974 to 756 positions held in 1979. The number of females who coached female college athletes actually decreased by 20% at the head coaching position from 1485 positions held in 1974 to 1191 positions held in 1979. Male assistant coaches of female college teams grew from 78 positions in 1974 to 365 positions in 1979; a 368% increase. Female assistant coaches of female college teams increased from 194 positions in 1974 to 532 positions in 1979; an increase of 174%.

Holmen and Parkhouse (1981) found three overall trends. First, there had been a 37% increase in the total number of male and female coaches for female athletes from 1974 to 1979 suggesting that female athletes were receiving more training than before. Second, females were being hired more as assistant

coaches for female sports but not as head coaches. Third, that even though female athletes were benefiting from the increase in coaching, females were not filling these positions. More men were being hired as head coaches of female sports than women. They encouraged colleges to rectify this problem by using various affirmative action strategies to improve the training and education of females who are interested in coaching female athletes.

In 1985, Acosta and Carpenter also presented information on collegiate athletics in A Status Report. Nineteen hundred and seventy two was the year of the original passage of Title IX and the formation of the Association of Intercollegiate Athletics for Women (AIAW). In 1966-1967, almost 16,000 women participated in intercollegiate athletics. By 1976-1977 the number had grown to over 64,000. The number of men participating in intercollegiate athletics had grown in this same time span from 154,000 to 170,000. Also the number of activities had grown from 5.61 sports offered per school for females in 1977 to 6.48 in 1980. By 1984 the number of sports offered for females had grown to 6.9 per school.

Before Title IX most female teams at the intercollegiate level were coached by females (Acosta & Carpenter, 1985). In 1973 92% of female teams were coached by females. By 1977 only 58.2%

were coached by females and by 1984 that percentage dropped to 53.8%.

Acosta and Carpenter (1985) also delved into the representation of females in administration at the intercollegiate level. In 1985, 86.5% of women's intercollegiate programs were supervised by males. In fact 38% of women's intercollegiate athletic programs had no females involved in their administration at any level.

Acosta and Carpenter (1985) reported on several groups that established plans of action to alleviate the decreasing number of females in athletics. The Staff of the Colorado Department of Education developed leadership conferences, clinics and training sessions to help prepare interested females in athletic careers. These programs have already produced positive results. The leaders of the National Association for Girls and Women in Sport (NAGWS) and the Women's Sports Foundation are other groups that have developed strategies to change the trend of the decrease of females in the athletic profession.

Summary

This chapter included an overview of the literature related to this study. Both interscholastically and intercollegiately the number of female head coaches for female teams is decreasing. In many states, Florida, Wisconsin, Iowa, Colorado, Ohio, Virginia,

Illinois, Kansas, Nebraska, Oregon, Minnesota and Washington, research has produced documented evidence of the decrease of women coaches for female athletes at the high school level. Strategies are now being developed to aid in the curbing of this current decrease and to encourage interested females in a sports related profession.

Chapter III

Methods

Introduction

This chapter includes information on how the research for this study was established. Subjects, materials and the procedure of operation are defined and discussed.

Design

The design of this study is descriptive in nature using existing information and the gathering of information through the use of a questionnaire.

Subjects

1. The coaches of varsity female athletes from the school year 1972-1973 through the school year 1987-1988 from the County of Montgomery, Virginia, whose names were listed in the Virginia High School League Directory under the schools Auburn High School, Blacksburg High School, Christiansburg High School and Shawsville High School were studied.
2. Those female coaches of female varsity athletes from the above schools who could be located by obtaining a home address were mailed a questionnaire (see Appendix A).

Materials

1. The Virginia High School League Directory from 1972 through 1989 was used.
2. A cover letter was used to explain to subjects the nature of the questionnaire (see Appendix B).
3. A questionnaire designed specifically for this study was mailed to the female coaches of varsity female athletes from the school year 1972-1973 through 1987-1988 from the high schools in the County of Montgomery, Virginia (see Appendix A).

Procedure

1. The names of all female coaches of all varsity female athletics offered in the County of Montgomery, Virginia at the high schools of Auburn High School, Blacksburg High School, Christiansburg High School and Shawsville High School were obtained by reviewing appropriate Virginia High School League Directories through the years 1972-1973 through 1987-1988.
2. All female varsity athletics offered at Montgomery County schools Auburn High School, Blacksburg High School, Christiansburg High School and Shawsville High School throughout the years 1972-1973 through 1987-1988 were recorded.
3. The record included whether the female athletic activity was coached by a female or male by the name listed. If the name did

not give specific information to determine whether the sex of the coach is female or male the data was not used.

4. Information was recorded from the supplemental duty sheets located at the Montgomery County School Board Office in Christiansburg, Virginia. These sheets helped locate names of coaches who had coached a female varsity high school sport during the years 1972 through 1988 in the County of Montgomery, Virginia, not listed in the Virginia High School League Directory as well as verify the sex of the coach if the name given in the Directory was unclear.

5. A questionnaire developed in consultation with Dr. Robert Frary of Virginia Tech was sent to appropriate subjects who were given three weeks of time to respond (see Appendix A).

6. A cover letter was sent with each questionnaire explaining the purpose of the research (see Appendix B).

7. Each questionnaire was coded as to allow follow up postcards to be sent to those subjects who did not respond initially.

8. As suggested by Don A. Dillman (1978), the first postcard was mailed on the seventh day after the initial mailing to remind the subjects to fill out and return the questionnaire (See Appendix C). On the fourteenth day after the initial mailing an additional letter and questionnaire was sent to those subjects who had still not responded (see Appendix D).

9. Returned questionnaire data was recorded and converted to percentage scores based on returned questionnaires that were usable (questionnaires that were filled out and returned).
10. Appropriate data, actual number of female coaches versus male coaches per sport by year and answers given on the questionnaire, were converted to percentage scores based on the total information available.
11. The collected data was compared to the Helshman, Bunker and Tutwiler (1990) and True (1986) studies.
12. Findings were reported. Data found in the Virginia High School League Directory on the number of female coaches and male coaches for female athletics for the years 1972-1973 through 1988-1989 are defined in tables as well as in essay. Information found in returned questionnaires is discussed based on the percentage of responses for each question.
13. A course of action is designated and determined as a result of the findings of this research.

Summary

This chapter included the procedure for obtaining data based on the research questions given in Chapter I of this proposal. The subjects and materials were defined and the procedures were established and outlined.

Chapter IV

Results

Introduction

This chapter includes information on the results of the research completed for this study. The research questions posed in Chapter I are answered from the data compiled from the Virginia High School League Directory, the supplemental duty sheets found at the Montgomery County School Board office and the questionnaires that were sent to female coaches of varsity female athletes of Montgomery County, Virginia through the years 1972 through 1988.

Data

In trying to ascertain research question number one as to whether there had been a decrease in the number of female coaches of female athletes the Virginia High School League Directory was used to record the names of all coaches of varsity female athletes from the schools of Auburn High School, Blacksburg High School, Christiansburg High School and Shawsville High School of Montgomery County, Virginia through the years 1972 through 1988. Supplemental duty records found at the Montgomery County School Board office were used to confirm the information found in the Virginia High School League Directory and to help determine the

sex of the coach if the name given could represent either sex. All data was combined to give the results found in Table 3.

School by school over the time period studied showed a total of 306 coaches of female varsity athletes. Broken into sexes there were 189 female coaches and 117 male coaches. Breaking the 16 years that were studied into smaller subgroups showed three basic tendencies: 1) The increase of female sports offered for female athletes in Montgomery County, Virginia; 2) The overall increase of male coaches of female athletes; and 3) The overall decrease of female coaches of female athletes.

Through the six year span of 1972-73 to 1977-78 there were 95 sports offered and coached by 87 female coaches and 8 male coaches (see Table 4). From the five year span of 1978-79 through 1982-83 there were 95 sports offered and coached by 49 female coaches and 46 male coaches. The next five year span, 1983-84 to 1987-88, there were 116 sports offered and coached by 53 female coaches and 63 male coaches. Thus in the first six year span, 1972-1977, female coaches made up 91.5% of the total coaches for female athletes. By the second span, 1978-1983, they made up 51.5% of the total coaches for female athletes and in the final span, 1983-1987, they make up 45.6% of the total. The percentage of male coaches for female athletes went from 8.4% in 1972-1977 to 48.4% in 1978-1983 to 54.3% in 1983-1987. This data answers research question number one as to whether there had been a

Table 3

Coaches of Female Athletes

Year	AHS	BHS	CHS	SHS	TOTAL
	Fem-Male	Fem-Male	Fem-Male	Fem-Male	Fem-Male
1987	5 - 1	3 - 4	2 - 4	1 - 3	11 - 12
1986	6 - 0	3 - 3	4 - 3	0 - 4	13 - 10
1985	5 - 1	2 - 4	2 - 5	1 - 5	10 - 15
1984	5 - 0	1 - 6	2 - 5	2 - 3	10 - 14
1983	3 - 1	1 - 6	3 - 3	2 - 2	9 - 12
1982	4 - 1	0 - 5	3 - 3	1 - 2	8 - 11
1981	3 - 2	2 - 5	3 - 4	3 - 0	11 - 11
1980	3 - 1	2 - 4	3 - 3	1 - 1	9 - 9
1979	3 - 1	2 - 3	5 - 1	1 - 3	11 - 8
1978	3 - 1	1 - 3	5 - 0	1 - 3	10 - 7
1977	3 - 0	2 - 0	5 - 0	1 - 3	11 - 3
1976	2 - 1	2 - 0	6 - 0	0 - 1	10 - 2
1975	3 - 1	4 - 0	6 - 0	5 - 0	18 - 1
1974	4 - 1	4 - 0	6 - 0	1 - 1	15 - 2
1973	4 - 0	4 - 0	6 - 0	4 - 0	18 - 0
1972	5 - 0	2 - 0	5 - 0	3 - 0	15 - 0
Total	61 - 12 73	35 - 43 78	66 - 31 97	27 - 31 58	189 - 117 306
	83% - 16%	45% - 55%	68% - 32%	46% - 53%	62% - 38%

Table 4

Percentages of Female and Male Coaches
in Three Time Spans

	1972-1977	1978-1982	1983-1987
Female	87 (91.5%)	49 (51.5%)	53 (45.6%)
Male	8 (8.4%)	46 (48.4%)	63 (54.3%)
Total	95	95	116

decrease of female coaches of female athletic programs through the years 1972 to 1988.

There were variations in the ratio of female and male coaches of female athletes throughout the years studied from school to school (see Table 5). Auburn High School from 1972-73 through 1987-88 has had 61 female coaches of female athletes and 12 male coaches of female athletes. Blacksburg High School during the same time span has had 35 female coaches of female athletes and 43 male coaches of female athletes. Christiansburg High School has had 66 female coaches of female athletes and 31 male coaches of female athletes. Shawsville High School has had 27 female coaches of female athletes and 31 male coaches of female athletes.

When the data from individual schools was divided into three time spans as was presented earlier with the overall results, trends for individual schools can be determined. The three time spans discussed are from 1972-73 through 1977-78; 1978-79 through 1982-83; and 1983-84 through 1987-88 (see Table 6).

Auburn High School, in time span one, indicated 21 female coaches of female athletes and 3 male coaches of female athletes. In time span two Auburn reported 16 female coaches and 6 male coaches. In time span three, Auburn had 24 female coaches and 3 male coaches. Blacksburg High School, in time span one, indicated 18 female coaches of female athletes and no male coaches of female

Table 5

Total Number of Coaches Compared
From School to School

	AHS	BHS	CHS	SHS	Total
	Fem-Male	Fem-Male	Fem-Male	Fem-Male	Fem-Male
1972 - 1988	61 - 12	35 - 43	66 - 31	27 - 31	189 - 117
Percent	83%-16%	45%-55%	68%-32%	46%-53%	62%-38%

Table 6
Schools Compared Across
Three Time Spans

	AHS	BHS	CHS	SHS	Total	Total
	F - M	F - M	F - M	F - M	F - M	F & M
1972-77	21 - 3	18 - 0	34 - 0	14 - 5	87 - 8	95
1978-82	16 - 6	7 - 20	19 - 11	7 - 9	49 - 46	95
1983-87	24 - 3	10 - 23	13 - 20	6 - 17	53 - 63	116
Totals	61 - 12	35 - 43	66 - 31	27 - 31	189 - 117	
	73	78	97	58	306	

athletes. In time span two Blacksburg reported 7 female coaches and 20 male coaches. In time span three Blacksburg had 10 female coaches and 23 male coaches. Christiansburg High School, in time span one, indicated 34 female coaches of female athletes and no male coaches of female athletes. In time span two, Christiansburg reported 19 female coaches and 11 male coaches. In time span three Christiansburg had 13 female coaches and 20 male coaches. Shawsville High School, in time span one, indicated 14 female coaches of female athletes and 5 male coaches of female athletes. In time span two Shawsville reported 7 female coaches and 9 male coaches. In time span three Shawsville had 6 female coaches and 17 male coaches.

Questionnaire

The questionnaire was mailed to all female coaches of female athletes at Auburn High School, Blacksburg High School, Christiansburg High School and Shawsville High School in the County of Montgomery, Virginia whose addresses could be located. From the names found in the Virginia High School League Directory and the supplemental duty sheets found at the Montgomery County School Board office there were 37 females involved with coaching female athletes through the years 1972 through 1988. Fourteen addresses could not be located so 23 questionnaires were mailed. Seven addresses were outdated and those questionnaires were

returned unopened, three were not returned and 13 were returned answered.

The following are the results from the questionnaires returned. In question one, the female coaches had coached all Virginia League sports except field hockey and soccer. All other sports were represented by returned questionnaires (see Table 7). Five coaches represented by the questionnaires had one to three years coaching experience, three had four to six years experience, two had seven to ten years experience, one had eleven to fourteen years experience and two had over twenty years of experience. Of the thirteen returning questionnaires only three coaches are still coaching and ten have left the profession. Of the three still coaching, all have given up at least one sport at some point in their coaching career.

Research question two was answered by tabulating responses from question four on the questionnaire concerning reasons that the female coaches surveyed gave up the profession of coaching. See Table 8 for the results of this question. All subjects did not check an answer for each topic so that was interpreted as no opinion.

Topics with over 50% of the subjects responding indicated that these factors did not play a part in their leaving the coaching profession were winning record, athletes parents,

Table 7
Sports Represented by Returned
Questionnaires

<u>Sport</u>	<u>Times checked on questionnaire</u>
Basketball	10
Gymnastics	5
Outdoor Track	9
Field Hockey	0
Cross Country	2
Tennis	7
Indoor Track	4
Volleyball	6
Softball	3
Soccer	0

Table 8

Questionnaire Question 4

What led you to give up coaching?

	major factor		minor factor		not a factor		no opinion	
	#	%	#	%	#	%	#	%
	salary	2	15%	3	23%	5	38%	3
marriage	3	23%	1	7%	5	38%	4	31%
winning record	0	0%	0	0%	9	69%	4	31%
athletes parents	1	7%	0	0%	9	69%	3	23%
expectations	1	7%	2	15%	7	54%	3	23%
burnout	3	23%	2	15%	5	38%	3	23%
hours	7	54%	2	15%	2	15%	2	15%
own children	3	23%	0	0%	6	46%	4	31%
knowledge	2	15%	3	23%	4	31%	4	31%
discrimination	1	7%	0	0%	9	69%	3	23%
peer pressure	0	0%	1	7%	8	62%	4	31%
stress	2	15%	4	31%	4	31%	3	23%
students	1	7%	1	7%	6	46%	5	38%
administration	0	0%	1	7%	8	62%	4	31%
pressure	1	7%	4	31%	5	38%	3	23%

Table 8 Continued

	major factor		minor factor		not a factor		no opinion	
	#	%	#	%	#	%	#	%
	teaching							
responsibility	6	46%	1	7%	4	31%	2	15%
better job								
opportunity	4	31%	1	7%	4	31%	4	31%
further education	3	23%	1	7%	5	38%	4	31%
family	3	23%	2	15%	4	31%	4	31%
asked to quit								
or resign	1	7%	0	0%	9	69%	3	23%

N = 13

expectations, discrimination, peer pressure, administration and being asked to quit or resign. When combining minor and major factors, those topics that were selected by over 50% of the subjects as having led to their leaving the coaching profession were hours and teaching responsibilities.

When asked in question 5 if they would accept the position back if it were offered, 12 answered no. Written in answers included the following: 1) Coaching was too time consuming; 2) Could not afford to take a cut in salary at present job to coach again; 3) Own children must come first; 4) "One of the biggest mistakes of my life"; 5) Never felt appreciated by parents or girls; 6) Was not trained to be a coach and only accepted position because of their desperate need; 7) Found a job that they enjoy more than coaching; and 8) Because of my age.

In question 6 concerning being satisfied with the advertising of female teams' coaching positions in the county two said yes, five said no and six either did not respond or indicated that they were too removed from the situation to be able to answer the question. Similar responses were given by four subjects in question 7 concerning being satisfied with the current hiring practices in this county. Of the other subjects two answered yes and seven answered no.

Question 8 provided the opportunity for the subjects to express their opinions on curbing the current trend of the decreasing number of female coaches for female high school teams. The following are the suggestions and/or concerns made by the thirteen female coaches.

1. How widely is the position advertised.
2. Is there a search committee and if there is who is on the committee.
3. Do qualified females apply for the position.
4. What is the salary range.
5. There should be equitable use of facilities.
6. Equitable recognition for boy and girls teams.
7. When hiring new teachers the county should consider individuals who are qualified coaches as well as excellent teachers - they should look for both qualities.
8. Equal and appropriate pay for female coaches.
9. Provide learning opportunities for females interested in coaching.
10. Coaching should be a separate job entirely, no one should be expected to do both.

To answer research question number three found in Chapter I of this study the results of the Montgomery County, Virginia study

was compared with two already published articles, Heishman, Bunker & Tutwiler (1990) and True (1986). From the comparison both similarities and differences can be found. First in the Heishman, Bunker & Tutwiler (1990) study, which also researched the state of Virginia, they found a 271% increase in opportunities for girls' sports from 1971 to 1987 and found a drop in percentage of female coaches from 80.3% in 1972 to 43.9% in 1987. This author's study of Montgomery County, Virginia found a 153% increase of opportunities for girls' sports from 1972 to 1987 (15 sports offered in 1972 and 23 sports offered in 1987) and a decrease in women coaches of female athletes from 100% in 1972 to 47% in 1987. Further comparison can be made by comparing Table 2 found in Chapter II of this paper and Table 9 which are the results from the Montgomery County, Virginia study.

In 1972, all female sports in Montgomery County were coached by females. By 1987 two female sports in Montgomery County, basketball and indoor track, reported less than 50% of their coaches as females (see Table 10). These results do not directly correlate with the Heishman, Bunker & Tutwiler (1990) study in 1987 which reported four female sports (basketball, indoor track, outdoor track and softball) at less than 50% coached by females (see Table 2).

In True's (1986) study she gives the percentage of female coaches for female sports in the state of Virginia as 92% in 1971

Table 9
Percentage of Female and Male Coaches
in 1972 and 1987

Sport	1972			1987			
	Female		Male	Female		Male	
	N	%		N	%	N	%
Basketball (BB)	4	100%	0%	1	25%	3	75%
Gymnastics (GY)	1	100%	0%	1	100%	0	0%
Indoor Track (IT)	0	----	--	1	33%	2	67%
Outdoor Track (OT)	2	100%	0%	2	50%	2	50%
Softball (SB)	3	100%	0%	-	---	-	---
Tennis (TN)	1	100%	0%	2	50%	2	50%
Volleyball (VB)	4	100%	0%	3	75%	1	25%

Table 10

Montgomery County, Virginia Results

YEAR	BB	CC	VB	GY	TN	SB	OT	IT	TOTALS
	F-M	F-M	F-M	F-M	F-M	F-M	F-M	F-M	F - M
1972	4-0	---	4-0	1-0	1-0	3-0	2-0	---	15 - 0
1973	4-0	---	2-0	3-0	3-0	2-0	4-0	---	18 - 0
1974	3-1	---	2-0	3-0	2-1	1-0	4-0	---	15 - 2
1975	4-0	---	3-0	3-0	2-1	2-0	4-0	---	18 - 1
1976	2-1	---	2-0	1-0	1-1	1-0	3-0	---	10 - 2
1977	2-1	---	3-1	1-0	2-0	---	3-1	---	11 - 3
1978	2-2	---	3-1	1-1	2-1	---	2-2	---	10 - 7
1979	2-2	0-1	3-1	1-1	3-1	---	2-2	---	11 - 8
1980	3-1	0-2	3-1	0-2	1-2	---	2-1	---	9 - 9
1981	2-2	1-2	4-0	0-2	2-2	---	2-1	0-2	11 - 11
1982	2-2	1-1	2-1	0-2	1-1	---	2-2	0-2	8 - 11
1983	2-2	1-1	2-1	0-2	2-2	---	2-2	0-2	9 - 12
1984	1-3	1-3	3-1	0-2	2-2	---	3-1	0-2	10 - 14
1985	1-3	1-3	3-1	0-1	1-3	---	4-0	0-4	10 - 15
1986	1-3	1-2	3-1	1-0	1-3	---	3-1	3-0	13 - 10
1987	1-3	1-2	3-1	1-0	2-2	---	2-2	1-2	11 - 12
Totals	36-26	7-17	45-10	16-13	28-22	9-0	44-15	4-14	189 - 117
									61.7% - 38%
	62	24	55	29	50	9	59	18	306

and as 42% in 1985. From the study conducted in Montgomery County, Virginia the percentage of female coaches for female sports was 100% in 1972 and 40% in 1985, but had improved to 48% by 1987 (see Table 11).

Summary

This chapter presented the data found in the Virginia High School League Directory, the Montgomery County School Board supplemental reports and the questionnaire that was used to answer the research questions presented in Chapter I. For question one, there was a decrease of female coaches of female athletes in Montgomery County through the years 1972 through 1988. In research question two, the questionnaire was used to gather input from the female coaches concerning their reasons for leaving the coaching profession. The two main reasons presented were hours and teaching responsibilities. Question three involved the comparison between the Montgomery County study and two previous studies, Heishman, Bunker & Tutwiler (1990) and True (1986).

In comparison with the Heishman, Bunker & Tutwiler (1990) study, similarities were found in the increase of opportunities for female athletes and in the decrease of female coaches of female athletes. In reviewing the True (1986) study, similarities were found with the percentage of decrease of female coaches of female athletes in Montgomery County as compared to True's figures

Table 11

**The Percentage of Female and Male
Coaches From 1972 to 1988**

Year	Female		Male	
	#	%	#	%
1972	15	100%	0	0%
1973	18	100%	0	0%
1974	15	88%	2	12%
1975	18	95%	1	5%
1976	10	83%	2	17%
1977	11	79%	3	21%
1978	10	59%	7	41%
1979	11	58%	8	42%
1980	9	50%	9	50%
1981	11	50%	11	50%
1982	8	42%	11	58%
1983	9	43%	12	57%
1984	10	42%	14	58%
1985	10	40%	15	60%
1986	13	57%	10	43%
1987	11	48%	12	52%

of the decrease of female coaches of female athletes in the state of Virginia.

Chapter V

Summary, Conclusions, Course of Action and Recommendations

Introduction

This chapter will present a summary of and conclusions drawn from the data compiled by this study and the information found in the initial literature review in Chapter II of this paper. A suggested course of action will be presented as well to give those interested in the research problem possible help in slowing and improving the decrease of female coaches for female athletes. Finally recommendations for further study are presented.

Summary

With the passage of Title IX in 1972, there was a perceived improvement of opportunities for female athletes. As more females competed, more coaches were needed. At first, mostly female physical education teachers took on the responsibilities of coaching these female athletes. Some states required that females had to be coaches of female teams. As the female athletic programs grew in experience, competitiveness and in number, more experienced coaches were needed as well. Studies began to show an increase in the number of females participating in athletics at both the high school and college levels as well as an increase in the number of sports offered to females at both levels. Studies

also confirmed a decrease in the number of female coaches of female athletes and an increase of male coaches of female athletes. States that were studied varied in the amount of the decrease of female coaches but all showed a decrease. Holmen and Parkhouse, Pastore and Whiddon, Acosta and Carpenter, True, Sisley and Capel, Helshman, Bunker and Tutwiler, and now this study have all shown that the decrease in female coaches of female athletes is occurring at both the interscholastic and intercollegiate levels.

What is actually causing the decrease? It is apparently very rare when studying human subjects that a given situation will produce a simple conclusion as is the case in this study. Many attempts to explain the decrease of female coaches of female athletes were made in many of the studies researched and unfortunately the information provided by the subjects in this study's questionnaire proved to be, in many ways, unsatisfactory.

On the Montgomery County, Virginia questionnaire, question 4 asked the female coaches to check areas that lead them to give up coaching. When combining major and minor factors, the only two areas checked over 50% as contributing to their leaving the coaching profession were hours and teaching responsibilities. Only 46% indicated stress as a reason for quitting their coaching job, 38% checked salary, burnout, knowledge, pressure, better job opportunity and family as contributing factors, and 30% indicated

marriage and further education as reasons for leaving coaching. No one checked the pressure of a winning record as a reason for quitting and very few were bothered by expectations, their own children or by the administration. Only one had left the profession by being asked to quit or resign. Although two target areas were identified by the survey, hours and teaching responsibilities, the variety of answers given again show the difficulty of working with human subjects because each individual appears to be affected by the situation studied in different ways.

Conclusions

1. There has been a decrease of female coaches of female athletes in Montgomery County, Virginia from 100% female coaches of female athletes in 1972 to 47% in 1988.
2. The initial decrease of female coaches of female athletes has leveled off in Montgomery County since an initial decline in 1976 dropping to a low of 40% in 1985 and recovering to 48% in 1987.
3. The male coaches of female athletes of Montgomery County have experienced a continual increase of coaching positions for female athletes since 1975 until 1986 when their number of positions decreased.

4. Factors leading to the decrease of female coaches of female athletes in Montgomery County as given on the questionnaire were hours and teaching responsibilities. Other reasons for leaving the coaching profession were inconclusive because of the variety of the answers given and the individuality of the responses themselves.

5. The decrease of female coaches of female athletes and the increase of male coaches of female athletes in Montgomery County, Virginia is consistent with that found in the literature.

6. This study has shown the complexities of the decrease in female coaches of female athletes. With the variety of reasons given by Montgomery County coaches for leaving the coaching profession, it appears to be a very complicated task to fix the problem presented which was the decrease of female coaches of female athletes in Montgomery County.

Course of Action

This researcher at this point offers suggestions concerning the decrease of female coaches of female athletes to females interested in coaching, females who are presently coaching and administrators and/or personnel officers responsible for hiring individuals to fill vacant coaching positions.

1. All individuals who work with young people should be reminded to encourage both females and males to pursue those areas where they show strengths, not necessarily where our society stereotypically dictate.
2. Coaches of female athletes should expose the young females to other females who are active in athletics. By using posters, video tapes, field trips and other methods to introduce them to females who are successful in athletic careers, coaches can provide access to needed role models for these young females.
3. Coaching as a profession has high time demands. The person who teaches and coaches makes a personal sacrifice to fulfill both occupations. Administrators who are concerned with keeping their staff motivated must recognize the value of those staff members who put in extra hours for the benefit of their students and reward them appropriately. Suggested rewards include a coaching planning period during their coaching season in addition to any other planning period they may have, additional pay, a personal leave day for each month coached and relief from other teaching duties such as lunch duty and hall duty during their coaching season.
4. Administrators and athletic directors should be aware of the "attention factor". Often times male sports receive much more attention from the faculty, students, parents and the community

than female sports. This can fulfill needs of importance, attention, popularity, and other related needs for coaches of male teams that coaches of female teams never receive. Therefore administrators and athletic directors need to be creative in fulfilling the needs of the coaches of female athletes by providing opportunities for special encouragement and appreciation that will help lessen the "attention factor". Suggested ideas include a special bulletin board in the schools common area for all school sports including pictures of the athletes with a special area for coaches comments, have schedules printed for all teams and distribute to all students and local merchants and set up an "appreciation award" where at the end of each season the coach will receive a sweatshirt, jacket, plaque or other item in thanks for their commitment to athletics.

5. Colleges and Universities should develop classes and curricula concerning coaching as a career for interested females and males. The on the job training would require the interested student to "student coach" with a cooperating coach for the sport's season. Some method of coaching certification might be developed from this to give the young coach a feeling of being qualified to coach and the needed experience to step into a coaching position.

6. Experienced female coaches should be used to develop a mentor program. This could be accomplished by having experienced female

college and high school coaches work with young female coaches to encourage, teach and train the females to be successful coaches in their particular athletic area. As the young female coaches are trained, they then become mentor coaches themselves.

Recommendations for Further Study

1. An extensive study regarding the reasons females leave coaching should be conducted of all high schools in the United States.
2. A study should be conducted to determine the reasons female coaches stay in the coaching profession.
3. A study should be made of college curricula regarding the inclusion of course work to train interested females as coaches and athletic administrators.
4. This study should be repeated in ten years to determine if the trend has changed.

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Appendix A

Coaching Questionnaire

Please check as many spaces that apply to you.

1. Which female sport(s) have you coached?

- | | | |
|--|--|-------------------------------------|
| <input type="checkbox"/> basketball | <input type="checkbox"/> cross country | <input type="checkbox"/> volleyball |
| <input type="checkbox"/> gymnastics | <input type="checkbox"/> tennis | <input type="checkbox"/> softball |
| <input type="checkbox"/> outdoor track | <input type="checkbox"/> indoor track | <input type="checkbox"/> soccer |
| <input type="checkbox"/> field hockey | | |

2. How long have you coached female sports?

- | | | |
|--------------------------------------|--------------------------------------|-------------------------------------|
| <input type="checkbox"/> 1-3 years | <input type="checkbox"/> 4-6 years | <input type="checkbox"/> 7-10 years |
| <input type="checkbox"/> 11-14 years | <input type="checkbox"/> 15-20 years | <input type="checkbox"/> over 20 |

3. Are you presently coaching a female sport? Yes No

If yes, please check the team(s) you are presently coaching?

- | | | |
|--|--|-------------------------------------|
| <input type="checkbox"/> basketball | <input type="checkbox"/> cross country | <input type="checkbox"/> volleyball |
| <input type="checkbox"/> gymnastics | <input type="checkbox"/> tennis | <input type="checkbox"/> softball |
| <input type="checkbox"/> outdoor track | <input type="checkbox"/> indoor track | <input type="checkbox"/> soccer |
| <input type="checkbox"/> field hockey | | |

If you checked yes for Question 3, please jump to Question 6.

If you checked no for Question 3, please answer the remaining questions.

4. What lead you to give up coaching? Please check each area listed below as it affected your decision to leave the coaching profession.

- | | | | |
|------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| salary | <input type="checkbox"/> major factor | <input type="checkbox"/> minor factor | <input type="checkbox"/> not a factor |
| marriage | <input type="checkbox"/> major factor | <input type="checkbox"/> minor factor | <input type="checkbox"/> not a factor |
| winning record | <input type="checkbox"/> major factor | <input type="checkbox"/> minor factor | <input type="checkbox"/> not a factor |
| athletes parents | <input type="checkbox"/> major factor | <input type="checkbox"/> minor factor | <input type="checkbox"/> not a factor |
| expectations | <input type="checkbox"/> major factor | <input type="checkbox"/> minor factor | <input type="checkbox"/> not a factor |
| burnout | <input type="checkbox"/> major factor | <input type="checkbox"/> minor factor | <input type="checkbox"/> not a factor |
| hours | <input type="checkbox"/> major factor | <input type="checkbox"/> minor factor | <input type="checkbox"/> not a factor |

Question 4 continued: What lead you to give up coaching? Please check each area listed below as it affected your decision to leave the coaching profession.

own children major factor minor factor not a factor

knowledge major factor minor factor not a factor

discrimination major factor minor factor not a factor

peer pressure major factor minor factor not a factor

stress major factor minor factor not a factor

students major factor minor factor not a factor

administration major factor minor factor not a factor

pressure major factor minor factor not a factor

teaching
responsibilities major factor minor factor not a factor

better job
opportunity major factor minor factor not a factor

further education major factor minor factor not a factor

family major factor minor factor not a factor

asked to quit
or resign major factor minor factor not a factor

5. If someone offered that position back again would you accept?
 yes no

If yes,
Why? _____

If no,
Why not? _____

6. Are you satisfied with the way female teams' coaching positions are advertised in this county?
 yes no

7. Are you satisfied with the current hiring practices in this county?

yes no

8. What suggestions would you make to curve the current trend of the decreasing number of female coaches for female high school teams.

Thank you again for your help and cooperation in filling out this questionnaire. Please feel free to call or write me if you have any questions or would be interested in finding out the results of my study.

Please return this questionnaire by Wednesday, October 31 in the self-addressed envelope to:

Kathy A. Duncan
620 Cambria Street
Christiansburg, VA 24073
703-382-4035

NOTE: The questionnaire has been coded for follow-up reasons only.

Appendix B

Kathy A. Duncan
620 Cambria Street
Christiansburg, VA 24073
703-382-4035

October 19, 1990

Dear Present or Former Coach,

I am currently completing my masters degree at Va. Tech and am in the process of designing a thesis based on female coaches of female sports in the County of Montgomery, Virginia, through the years 1972 - 1988. I have found your name in the Virginia High School League Directory for this period of time and I need your assistance. I understand your help in developing this county's athletic program for females and feel others would benefit from your input.

Please take time to read through the enclosed questionnaire and answer the appropriate questions for your individual situation. Then mail the questionnaire back in the enclosed self-addressed envelope by Wednesday, October 31 if at all possible. Please understand that any information given will remain confidential and your name will not be used in the body of my thesis. You will notice that your questionnaire is coded. This is done for follow up reasons only. Any additional information that you would like to enclose that might benefit my research please feel free to send with the questionnaire or call me at home if you would like to know more about my data.

Thank you so much for you help and thank you for helping females in this county benefit from interscholastic athletics and from having the opportunity to be coached by qualified individuals.

Sincerely,

Kathy A. Duncan

Appendix C

Postcard

October 26, 1990

Dear Present or Former Coach:

You were mailed on October 19, 1990 a questionnaire concerning female coaches of female athletes in the County of Montgomery, Virginia. If you have not had time to complete the questionnaire, would you please consider completing the questionnaire at your earliest convenience and returning it in the envelope enclosed with the questionnaire as soon as possible.

Thank you for your cooperation and help with this project.

Sincerely,

Kathy A. Duncan

Appendix D

Kathy A. Duncan
620 Cambria Street
Christiansburg, VA 24073
703-382-4035

November 2, 1990

Dear Present or Former Coach,

I am currently completing my masters degree at Va. Tech and am in the process of designing a thesis based on female coaches of female sports in the County of Montgomery, Virginia, through the years 1972 - 1988. I have found your name in the Virginia High School League Directory for this period of time and I need your assistance. I understand your help in developing this county's athletic program for females and feel others would benefit from your input.

You were sent in mid October a questionnaire asking you particular information about your coaching career. I understand that fall is a very busy time for many of us so I would ask you to take a little time now to please read through the enclosed questionnaire and answer the appropriate questions for your individual situation. Then mail the questionnaire back in the enclosed self-addressed envelope by Monday, November 12 if at all possible. Please understand that any information given will remain confidential and your name will not be used in the body of my thesis. Any additional information that you would like to enclose that might benefit my research please feel free to send with the questionnaire or call me at home if you would like to know more about my data.

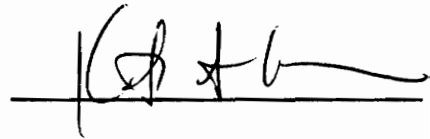
Thank you so much for you help and thank you for helping females in this county benefit from interscholastic athletics and from having the opportunity to be coached by qualified individuals.

Sincerely,

Kathy A. Duncan

Vita

Kathy A. Duncan was born in Christiansburg, Virginia and attended Christiansburg High School where she participated in band, athletics and intramurals. Upon her graduation in 1976 she attended Virginia Tech and graduated with a Bachelors degree in Music in 1980. Ms. Duncan was hired by Montgomery County Public Schools in September, 1982 where she is still employed as the middle and high school band director, varsity girls basketball coach and varsity girls tennis coach at Auburn High School.

A handwritten signature in black ink, appearing to read 'Kathy A. Duncan', is written over a solid horizontal line.

Kathy A. Duncan