

ANDEEL TEACHER LITERACY INSTITUTE

**Literacy Intervention Specialist
& Early Childhood Educator Guide**

FOR TEACHERS, PARENTS, AND OTHER PROFESSIONALS



The Kansas State Board of Education officially added “Alphabetic Phonics (Phillips Fundamental Learning Center)” to the KSDE APPROVED List of State At-Risk Evidence-Based Programs.



**Phillips
Fundamental
Learning
Center**



— 25 YEARS —

Specialists in bringing
dyslexia to light.

ANDEEL TEACHER LITERACY INSTITUTE

Accredited by

International Multisensory Structured Language Education Council (IMSLEC)

Phillips Fundamental Learning Center's (PFLC) Andeel Teacher Literacy Institute (ATLI) equips teachers from private and public schools worldwide to effectively teach all children, *particularly those with dyslexia*, how to read, write, and spell.

We welcome parents, educators and allies who are passionate about helping children become confident readers to all our classes. Join our professional referral network of literacy interventionists meeting the literacy needs of children within your community.

Our Literacy Intervention Specialist Training Programs, accredited by the International Multisensory Structured Language Education Council (IMSLEC) since 2005, have positively impacted the lives of hundreds of thousands of children.

We often hear experienced educators say, "I was never taught how to teach a child to read." This is why our training fills such a critical gap—debunking myths around literacy challenges like dyslexia, dysgraphia, and ADHD.

ATLI adult learners experience hands-on training and a collaborative approach, designed to prepare them for teaching all students, particularly those facing reading difficulties. Educators and parents may work toward becoming Literacy Intervention Specialists and Certified Academic Language Therapists (CALT), or Certified Academic Language Practitioners (CALP.)

"Thank you SO much for the amazing
Literacy Intervention Specialist training.

Our staff learned so much and is ready to make big changes..."

— Arlene Holderness, USD 476, Copeland, KS



Our Qualified Instructors are unique.

They continue to teach children effectively, and apply the same methods they pass on to educators.



Tammy Kofford, Director of Teacher Training for Andeel Teacher Literacy Institute (ATLI), M.S. Ed., CALT-QI

Tammy Kofford has been with Phillips Fundamental Learning Center as a Qualified Instructor for Academic Language Therapists for 26 years. She earned an Associate's Degree in Early Childhood Education from Dodge City Community College (1987), a Bachelor of Arts Degree in Education from Kansas State University (1989) and a Master's Degree in Adult Education from Kansas State University (2003).

Tammy also completed her Academic Language Therapy Training (1995) and certification as an Academic Language Therapist (1999) from The Scottish Rite Learning Center of West Texas.

She has worked as a first grade teacher, Title I Migrant teacher and Certified Academic Language Therapist within the public schools in Hale Center, Texas and private and public schools in Wichita, Kansas.



Carmelita Stockemer, M.S.Ed., CALT-QI, ATLI Practicum Supervisor/ Instructional Facilitator

Carmelita Stockemer has been with Phillips Fundamental Learning Center as an Instructional Coach since 2021 when she became a Certified Academic Language Therapist. After completing her required training she obtained her Qualified Instructor's certification from the Academic Language Therapist Association and serves as the Practicum Supervisor and Instructional Facilitator for ATLI.

She earned her Bachelor of Science degree in Elementary Education from Kansas State University (1989). While earning her Master of Science Degree (1992) from Kansas State University she served as a graduate teaching assistant in the College of Education supervising student teachers.

Carmelita began her literacy intervention training in 2006 while working as an elementary education teacher in the public schools of Kansas. As a public educator she has taught middle-school, fifth grade and second grade for twenty-nine years and worked as a private therapist since 2006.



Sarah Kisling, MTS, CALP, Instructional Coach/ Workshop Facilitator

Sarah is a private language therapist specializing in the Alphabetic Phonics method. She also serves as an instructional coach at the Andeel Teacher Literacy Institute, where she supports educators through the Structured Literacy Intervention Specialist Course and teaches many of its follow-up workshops.

In addition, Sarah facilitates The Grammar Case course, helping educators deepen their understanding of the building blocks of writing.

With a professional background not only in teaching, but also in writing and editing textbooks, she has a passion for the logic and systematic nature of the English language. Sarah is dedicated to equipping both teachers and students through clear, effective, and research-based literacy instruction.



Dr. Wendi G. Fox, Ed.D., CALT, Literacy Coach, Instructional Coach

Wendi Fox has been an educator for over 25 years, bringing a wide range of experience to her work in literacy. Throughout her career, she has served as a classroom teacher, ELL teacher, special education teacher, Title teacher, and most recently as a Reading Specialist. She earned her bachelor's degree in education from Kansas State University in 1998, completed her master's degree in English Language Learners from Fort Hays State University in 2009, and received her doctorate in Curriculum and Instruction from Kansas State University in May 2025.

Wendi is a state-certified Reading Specialist (PreK-12) in Kansas and has been a trained Structured Literacy Specialist since 2022 through the Phillips Fundamental Learning Center (PFLC). A Certified Academic Language Therapist, she currently serves as a Reading Specialist for USD 379. In addition, Wendi teaches Advanced Alphabetic Phonics through PFLC, coaches Science of Reading: Structured Literacy courses at Kansas State University, provides private therapy for students, and mentors educators. She is deeply committed to supporting students as they recognize their abilities, while also equipping educators with the knowledge and confidence to deliver strong, effective reading and writing instruction.



Jill Hodge, CALP, Instructor for The Sound Case™, The Fundamental Case™ & The Grammar Case™, Workshop Facilitator

Jill is a retired teacher with more than 30 years of experience. She received her BA degree in early childhood and elementary education, with a minor in reading and an endorsement in gifted education from Catawba College in North Carolina. She has taught in public schools in North Carolina, Texas, Virginia, and Kansas. Jill retired in 2019 from the Andover, Kansas school district where she was a reading specialist for 19 years, and began working at Rolph Literacy Academy as a Literacy Intervention Specialist where she taught Alphabetic Phonics for three years. Jill joined the teaching staff of the Andeel Teacher Literacy Institute where she hosts neurodiversity simulations, presents at conferences, and is an instructor for The Sound Case™, The Fundamental Case™, and The Grammar Case™.

Jill received her Certified Academic Language Practitioner (CALP) designation in 2024. She is a school board member for the Andover schools, a board member for the Butler County Special Education Interlocal, and a member of the Kansas Early Literacy and Dyslexia Advisory Council.



Brooke Jantz, MS, CALT, Instructor for The Sound Case, Community Liaison, Instructional Coach / Workshop Facilitator

Brooke Jantz serves as an Instructional Coach and Community Liaison with Phillips Fundamental Learning Center. A Certified Academic Language Therapist (CALT) and former classroom teacher, she has taught second grade and provided reading intervention at the elementary level. Brooke works with PFLC as a mentor and teacher trainer, supporting educators in implementing structured, evidence-based literacy practices.

Based in the Kansas City area, she partners with schools to provide professional development, instructional simulations, and a direct connection to PFLC's training and resources. Brooke believes teachers feel most empowered when they feel confident and equipped to meet the needs of all learners. She is especially passionate about supporting struggling readers in the upper elementary and middle school years, where growth builds confidence and lasting change.

Our Qualified Instructors and Mentors (continued)



Becky Unruh, CALT-QI, MAT-Dyslexia Specialist, Instructional Facilitator

Becky Unruh began working in the field of dyslexia intervention in 2009 when she was looking for ways to help her own children. This moved to helping other children in her homeschool community and the natural growth of a private practice, which has been a beautiful extension of her desire to partner with parents in their child's literacy journey.

In 2020, she earned her CALT, and in 2024, she graduated from Colorado College with a Master of Arts in Dyslexia Specialty, along with her Qualified Instructor endorsement. She is the mother of 4, 3 grown and one soon to launch, and a wife to Scott for 30 years.



Stephani Brooks, CALT, Instructional Coach

Stephani has specialized in structured literacy since 2008. She began by tutoring dyslexic learners in AP and later became a full-time Certified Academic Language Therapist (CALT) in a private school program for students with learning differences. After transitioning to public education, she taught first grade and now serves as a Reading Specialist, leading interventions at Gammon Elementary in USD 259, Wichita.

Beyond her role at Gammon, Stephani supports educators in earning their Seal of Literacy by providing LETRS training for USD 259, teaching Advanced AP at PFLC, and coaching Science of Reading: Structured Literacy courses at Wichita State University. Passionate about helping children discover their strengths, she equally enjoys empowering teachers with the clarity and confidence to teach reading and writing effectively.



Dawn Burke, M. Ed, Instructional Coach

"It is my duty and my honor to step up into society and be a voice for those wanting and needing an educational experience that opens all the opportunity this world has to offer and the confidence to obtain it through reading."

Dawn is a passionate and driven master teacher, literacy intervention specialist, and advocate for struggling students. She brings 15 years of experience as an: English Language Arts classroom teacher, ELA Intervention Specialist, and Instructional Coach. Growing up in Dodge City, Kansas, Dawn is no stranger to the barriers to accessing education. It is only because of an outreach partnership that she obtained a Bachelor's Degree in Education from Newman University, and a Master's Degree from the University of Kansas in Curriculum and Instruction. After gaining her Literacy Intervention Specialist instruction with PFLC, her goal is to provide evidence-based Structured Literacy reading services to struggling students throughout Southwest Kansas and to provide training for parents and others in the educational field. Dawn is a "Point of Light" recipient awarded by Phillips Fundamental Learning Center (PFLC).



Kelsey Hedlund, M.S. Ed. CALT, Instructional Coach

Kelsey Hedlund is a Western Kansas educator and reading specialist with over a decade of experience in public education. She serves as the reading intervention specialist at Montezuma USD 371 and holds a B.S. in Elementary Education from McPherson College and an M.S. in Reading Specialist from Fort Hays State University. Inspired by her mother, a lifelong educator, Kelsey is passionate about advocating for students with reading differences.

Trained in Alphabetic Phonics through the Phillips Fundamental Learning Center and certified as a CALT in 2024, Kelsey is dedicated to early intervention and effective reading instruction. She's married to her best friend and loves being a mom to her two energetic boys. Kelsey is committed to empowering both students and educators through her work with PFLC.



Christine Kelly, CALT, Instructional Coach

Christine Kelly is a Certified Academic Language Therapist (C.A.L.T.) with a professional focus on structured literacy and dyslexia intervention. Since beginning her work in literacy intervention in 2019, she has provided diagnostic and prescriptive instruction through both private practice and school-based programs. She is the founder and lead of the K-8 Structured Literacy Program at Trinity Academy in Wichita, where she directs screening and placement, delivers intervention, and collaborates closely with teachers and families to support students with reading and spelling difficulties.

In addition to her work at Trinity, Christine serves as an Instructional Coach with the Andeel Teacher Literacy Institute, teaching and mentoring educators as they pursue the Kansas Seal of Literacy and advanced training in structured literacy. She is deeply committed to building thoughtful, sustainable literacy systems and to equipping educators with the knowledge and confidence needed to teach reading and writing effectively.



Terretta Herzberg, CALT, Assistant Program Development Coordinator

Terretta Herzberg is a Certified Academic Language Therapist (C.A.L.T.) with a professional focus on structured literacy and dyslexia intervention. She began her literacy intervention journey in 2016 when she first began working with her daughter. She has worked at Central Christian Academy's Explore Program and Rolph Literacy Academy, as well as her own private practice—both in-person and online, which included local students, and students in California, Pennsylvania, and even Africa! She loves supporting fellow educators through mentoring, and of course, building lasting relationships with children in their journey to academic success through multisensory, structured literacy interventions.



Kendra G. Heim, M.Ed, Academic Advisor/Registrar

Kendra earned her undergraduate degree in Elementary Education from Ohio University and began her teaching career working with students with moderate to severe disabilities. She taught third-grade general education while completing her Masters Degree in Educational Administration and then returned to the special education school where she started her career as principal for 16 years. Relocating to Kansas, she joined WSU Tech as Department Chair of Education and Social Sciences and developed the Paraeducator Program.

Kendra joined PFLC in March of 2026 where she found a community of like-minded educators who are deeply committed to structured literacy and supporting struggling readers. Kendra is married with four daughters and is a proud grandmother to eleven grandchildren.

**Contact Kendra at kheim@funlearn.org to enroll. You may also call 316-684-7323 or 316-927-2398.
Ask about our ever expanding Points of Light teacher and mentor network in Kansas.**

LITERACY INTERVENTION SPECIALIST TRAINING PROGRAMS & CERTIFICATIONS

Our courses are accredited by IMSLEC and recognized by the Academic Language Therapy Association (ALTA) to certify Academic Language Therapists. Academic Language Therapy is the diagnostic and prescriptive application of multisensory structured language, engineered to mitigate or remediate written language disorders, including dyslexia. **Certified Academic Language Therapists (CALT) and Certified Academic Language Practitioners (CALP)** complete a series of study, practice, and ALTA requirements to provide intensive, results-driven Science of Reading instruction.

Grants are Available for Kansas Educators if you are interested in enrolling in the Structured Literacy Intervention Specialist Alphabetic Phonics (Cox) training. Contact ATLI Advisors at 316-927-2398 today to learn more about these grants and how to become certified. Or email kheim@funlearn.org.



The Kansas State Board of Education officially added “Alphabetic Phonics (Phillips Fundamental Learning Center)” to the KSDE APPROVED List of State At-Risk Evidence-Based Programs.

Kansas now officially recognizes dyslexia evidence-based reading programs – the kind that truly help all children, including those with dyslexia, learn to read.



STRUCTURED LITERACY INTERVENTION SPECIALIST ALPHABETIC PHONICS (COX) INTRO

Select one:

June 1-12, 2026

July 13-24, 2026

October 5-16, 2026

8:30 a.m.- 4:30 p.m.

Cost – \$3902.50

(Tuition \$3150 +
Materials \$752.50)

Non-refundable \$700.00
deposit required

*Graduate Credit Hours available
with participating universities
for additional fee.*

This two-level graduate program is an expansion of the Alphabetic Phonics system by Aylett Cox. It starts with a two-week intensive OR 16-week semester course, ALTA-approved for certifying Academic Language Therapists.

Cost includes the initial course, five workshops and five observations during the course of a supervised practicum. It will introduce the participant to the theory, instructional practices and development of secondary language, structure, history, curriculum and terminology of our Literacy Intervention Specialists Training program.

This course is based on dyslexia evidence-based studies with an approach for teaching literacy skills to children ages 6 and up who need a structured, sequential, systematic, multisensory approach, allowing children to be successful readers, spellers and writers.

The content includes the integration of phonological awareness, letter recognition, decoding, comprehension, spelling, vocabulary, fluency practice, grammar, and written composition skills.

Fall Semester Intro. Structured Literacy Intervention Specialist Course 2026

**VIRTUAL
TUESDAY EVENING
HOURS!**

5:00-7:30 PM CDT for 16 weeks

Virtual Tuesday Evening Course Dates

August 18, 25 / September 1, 15, 22, 29 / October 6, 13, 20, 27
/ November 3, 10, 17 / December 1, 8, 15



*Scan our YouTube QR or click on a clip
to see Professional Proof:*

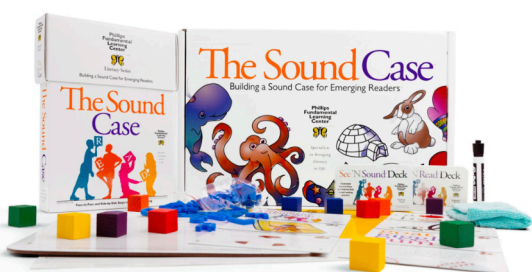
Scan QR Code to [Visit/Enroll in our Courses Page!](#)



WORKSHOPS FOR BEATING THE ODDS

Intervene early.

Learn to teach young readers (4-7)
and Struggling Readers using our unique Literacy Tool Sets.



KANSAS TUITION ASSISTANCE AVAILABLE



The Sound Case™:
Building critical early sounds for reading

Convenient training options available:

Select one:

Traditional 2 day in person 9 a.m.- 4 p.m.
May 28-29, July 23-24, September 24-25
or November 5-6

Virtual 2 day session 9 a.m.- 4 p.m.

May 28-29 (Thurs, Fri)
September 18 and 25 (Fridays)

**For large groups or school-wide sessions,
we offer on-site training at your location.**

Cost – \$745.00

(Tuition \$345 + Materials \$400)

Non-refundable \$50 deposit required

**Graduate Credit Hours available with
participating universities for additional fee.**

The Sound Case™ is designed for children ages 4-7 or any child still developing foundational reading skills. This literature-themed curriculum is engaging and fun, making it suitable for **anyone to teach – parents, grandparents, tutors, and educators.** With 43 easy-to-follow, scripted lesson plans, it offers evidence-based, interactive instruction that's easy and accessible for all.

The Sound Case is especially beneficial for LEXIA LETRS K-2 trained educators looking for practical application they can start using on Monday morning.

The workshop follows the Alphabetic Phonics (Cox) methods backed by the latest dyslexia evidence-based research, and with your purchase, you'll also receive access to our online instruction videos to help you feel confident and prepared.



The Fundamental Case™:
Building the Phonological Case for Reading

Select one:

June 12, 2026

July 30, 2026

**For large groups or school-wide sessions,
we offer on-site training at your location.**

9 a.m. - 4 p.m. Virtual Option Available

Cost – \$430.00

(Tuition \$175+Materials \$255.00)

Non-refundable \$50 deposit required

**Graduate Credit Hours available with
participating universities for additional fee.**

The Fundamental Case™ is a one-day instructional workshop focused on phonological awareness for students ages 4-7 or as remedial instruction for older students. This foundational skill is essential for teaching reading through direct instruction and practice.

This Workshop is for educators who will learn Alphabetic Phonics (Cox) based methods, rooted in the science of reading, to plan lessons that effectively build phonological awareness. The Fundamental Case™ includes easy-to-use lesson plans, student activity mats, hands-on manipulatives, and digital access to reproducible materials.

The workshop will equip you with the skills to teach 86 lessons, utilize book recommendations, and follow 8 sequential steps for developing phonological awareness.



The Grammar Case™:
Building the Case for Teaching Grammar

Select one:

June 26, 2026

July 16, 2026

**For large groups or school-wide sessions,
we offer on-site training at your location.**

9 a.m. - 4 p.m. Virtual Option Available

Cost – \$475.00

(Tuition \$175+Materials \$300.00)

Non-refundable \$50 deposit required

**Graduate Credit Hours available with
participating universities for additional fee.**

The Grammar Case™ is a one-day instructional **workshop designed for any educator** working with children in grades 1-12. This workshop introduces a multimodal approach to teaching the foundational elements of English grammar.

Using a distinctive color-coding system, participants will learn how to reinforce the eight basic parts of speech and teach both basic and expanded sentence and paragraph structures. The workshop promotes techniques that engage students in interactive learning.

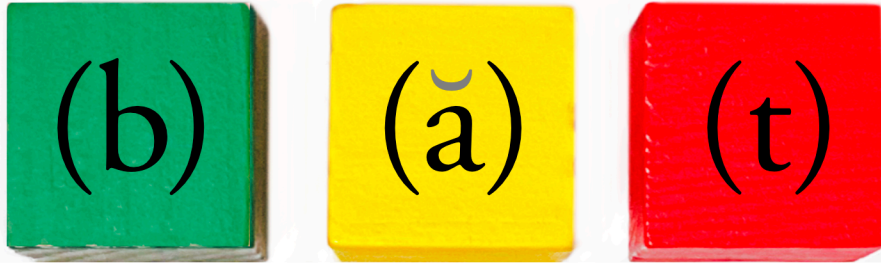
Participants will receive simple-to-use lesson plans, a grammar deck, hands-on manipulatives, and digital access to reproducible games and practice activities for student use.

Scan QR Code to [Visit/Enroll in our Courses Page!](#)



**Learn to teach any child ages 4–7
the foundations of literacy using...**

The Sound Case™



Building *a sound foundation for early childhood readers*

DON'T MISS THIS PILOT OPPORTUNITY!

Included:

- Training and materials in **The Sound Case** – an early childhood phonics-based literacy curriculum grounded in the Science of Reading and themed around classic children's books.
- Professional, ongoing support for instructors
- The first 10 classic children's read-aloud books for the first 10 lessons
- Training offered in-person or virtually with an option of 4 week session
- Data collection and analysis of the effectiveness of the program
- Video lesson support

Brought to you by **The Phillips Fundamental Learning Center**
and generously funded by a grant from the **O'Shaughnessy Foundation**.

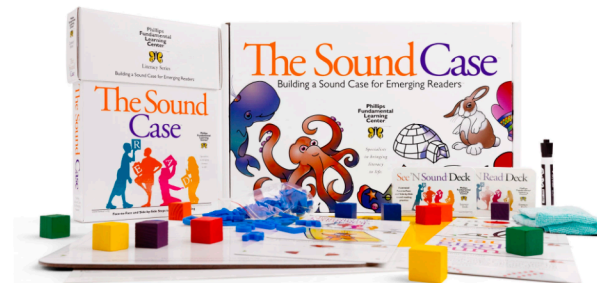
**Phillips
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– 25 YEARS –
Specialists in bringing
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[CLICK HERE](#)
for more information about us.

[See More](#)



**I.A. O'Shaughnessy
FOUNDATION**

**Call 316-684-7323
to inquire**

Phillips Fundamental Learning Center, in the heart of the nation, is a nonprofit 501(c)(3) teacher/parent education center offering a teaching laboratory school for children ages 5-11, specializing in those with dyslexia and other reading related difficulties.

The Sound Case™

“I never knew letters talked!
I never knew the letter “i” says “(i)”.”

– **Chartell Grissom,**
Literacy Intervention Specialist, Emerging Early Readers

“I remember doing the Sound Case... I love reading now!”
– **3rd grader, Graduate of The Sound Case, Wichita, KS**



“I was pleasantly surprised at the comprehensive yet simple approach of the curriculum.... it is easy to follow, and even provides verbal prompts.

My students and I both enjoy the hands-on tactile tools which are easy to clean, durable, and aid in keeping my students’ attention focused on the lesson.

I began part of a lesson by saying, “And now our favorite part.”

My student said, “My favorite part is the reading.”

“Do you mean when I read to you?” I asked.

“No,” he said. “I mean when I read to you.”

– **Leah Young, Mother, Grandmother, Tutor**

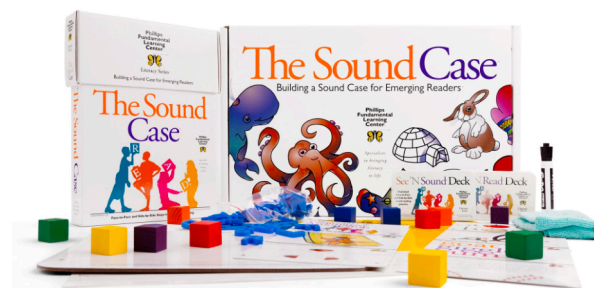
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[CLICK HERE](#)
for more information about us.

See More



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COMMUNITY OUTREACH AND PARTNERSHIPS



A Podcast for Kansas and the Nation about Dyslexia

Our new podcast, hosted by Jessica Glover, exposes why reading failure is so common in Kansas and across the country — and what we can do together to change it.

Why Listen?

You'll hear from:

- **Teachers** learning the truth about reading instruction.
- **Parents** refusing to let labels hide reading struggles.
- **Advocates and specialists** transforming communities, one child at a time.
- **Experts** reshaping how we understand the reading brain.

Episodes are available on our @funlearnctr YouTube [Podcasts](#) page or on your favorite podcast app.

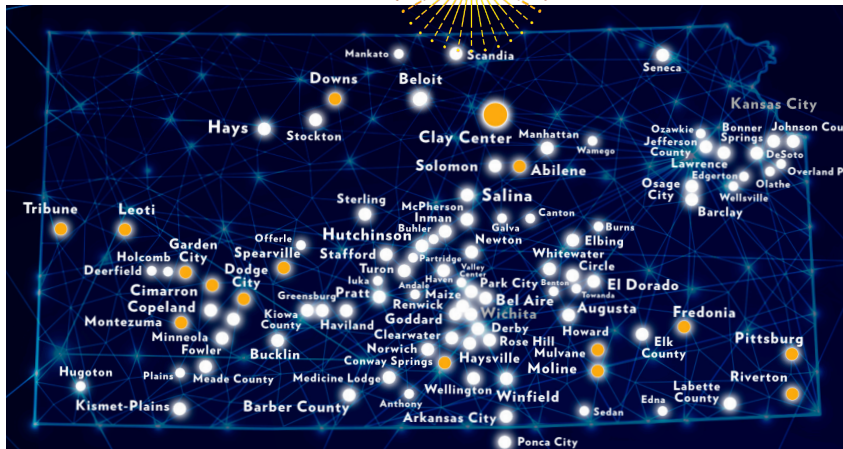
“Points of Light Across Kansas” is growing – now reaching more communities than ever.

This rapidly growing network of educators across Kansas is made possible by the **Patterson Family Foundation** for rural Kansas communities. In addition the **Koch Family Foundation**, provides grant opportunities for Early Childhood Literacy programs through the **Andeel Teacher Literacy Institute (ATLI) at Phillips Fundamental Learning Center (PFLC)**.

We invite you to help PFLC expand literacy/dyslexia instruction across our great state. We are looking for educators across Kansas who will raise their hands and say, “I’d like to be a Literacy/Dyslexia Interventionist for my community.”

By doing so, PFLC will provide financial assistance toward the appropriate instruction for young children to improve reading outcomes across Kansas, allowing all of us to change thousands of children’s educational futures.

Throughout your training, PFLC therapists will mentor you as you develop into a facilitator and coach within your region and local community.



JANUARY 2026

Applications available for educators who wish to take advantage of this unique opportunity. **Contact ATLI to speak with an Advisor: info@funlearn.org or call 316-684-READ (7323).**

Use our Expanding Network of Colleges and Universities.

Andeel Teacher Literacy Institute partners with universities and regional colleges to prepare educators to teach those with reading difficulties.

Educators can apply their elective hours toward a Master’s Degree, at participating colleges and universities. Specific graduate courses are offered through Andeel Teacher Literacy Institute.

Every school needs a Dyslexia and Literacy Interventionist.

Parents and educators looking for additional information, please call our advisor at 316-684-7323.



For additional information, please call our ATLI advisor at 316-684-7323.

**Phillips
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— 25 YEARS —

Specialists in bringing
dyslexia to light.

14533 E Sharon Lane
Wichita, KS 67230

We are specialists in bringing dyslexia to light. All kids reading...all kids succeeding!

THIS IS OUR VISION.

Why is my child failing to learn to read?

Many parents we see at our center are confused, concerned and frustrated with the lack of answers they are receiving to this important question. They puzzle over the fact their child is smart yet not doing well in school. Lifetime successes depend on crucial reading skills.

WE CAN HELP.

Children who have a chronic struggle with reading will not outgrow the difficulties they are experiencing. Most will fall further and further behind in reading – the essential survival skill. Luckily, we have the answers you have been searching for and have helped hundreds of thousands of children with the same struggle.

The center schedules dyslexia assessments on site for children ages 5 to 18, as well as offering consultative services for families.

Our vision, “All kids reading...all kids succeeding” drives our educational programs for teachers and parents – lectures, teacher in-service workshops, parent education sessions and coaching, ADHD and dyslexia workshops and more.

WE OFFER HOPE.

Once children are assessed by our professional staff, we offer several specific options to provide your child the appropriate help he or she needs to learn to read, write and spell.

WE PROVIDE SKILLS FOR LIFE.

We look forward to uncovering the superpowers in a child you know and love. Call us today.

WAITING IS NOT AN OPTION.

Call to schedule an on-site assessment for your child or enroll in a class or a workshop today at 316-684-READ (7323).

We invite you to tour our laboratory school in Wichita, Kansas. Schedule your visit with us by calling 316-684-7323.



Phillips Fundamental Learning Center, in the heart of the nation, is a nonprofit 501(c)(3) teacher/parent education center offering a teaching laboratory school for children ages 5-11, specializing in those who are dyslexic or have other reading related difficulties.

Phillips Fundamental Learning Center does not discriminate against staff, students, or parents of any race, color, national or ethnic origin, gender, gender expression or sexual orientation as to all the rights, privileges, programs, and activities generally accorded or made available to those who enter our facility. It does not discriminate on the basis of religious beliefs, race, color, national or ethnic origin, gender, gender expression or sexual orientation in administration of its educational policies, admissions policies, scholarship and loan programs, and athletic or other school-administered programs.

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