



**KHSAA TITLE IX RE-VISIT  
FINAL AUDIT REPORT**

**(For schools re-visited during the 2015-2016 school year)**

School: Ashland Blazer  
 Prepared By: Gary W. Lawson  
 Date of Re-Visit: September 30, 2015  
 Telephone Number of Reviewer: **(859) 299-5472**  
 Reviewed By: **Darren Bilberry, Asst. Commissioner**

1. Completed Required Forms

- Verification of Forms (Form GE-19) Yes  No
- Participation Opportunities Summary Chart (Form T-1, T-2, T-3 & T-4) Yes  No
- Benefits Summary Charts (Forms T-35 & T-36) Yes  No
- Checklist Overall Athletics Program (Form T-41) Yes  No
- Improvement Plan Summary Charts (Form T-60) Yes  No

2. Opportunities Component of Title IX Compliance

Area of Compliance:  
(Check One or More)

|   |   |  |
|---|---|--|
|   | A | Substantial Proportionality                                |
|   | B | History and Continuing Practice Of Programs Expansion      |
| X | C | Full and Effective Accommodation of Interest and Abilities |

- A). Was the Substantial Proportionality Test (T-1) an area in which the school met Title IX Opportunities compliance?  
Yes  No

Comments: According to the rosters and data submitted, the school has not met the standard established by Test 1 for provision of athletic opportunities during any of the past three school years. The T-1 form in the 2014-15 annual Title IX report shows that females made up 37% of the school's athletic participants, and they were 51.9% of the school's enrollment.

- B). Was the History and Continuing Practice of Program Expansion Test (T-2) an area in which the school met Title IX Opportunities compliance?  
Yes  No

Comments: The rosters and information submitted indicate that the school has not met the standard established by Test 2 for the provision of athletic opportunities during any of the past three school years. The most recently submitted T-2 form shows that the school has added one team for female competition during the past five years. Current participation on this team increased the percentage of participation for females by 6.9%.

- C). Was the Full and Effective Accommodations of Interest and Abilities Test (T-3) an area in which the school met Title IX Opportunities compliance?  
Yes  No

Comments: The data and responses submitted on the T-3 forms give strong indication that the school has met the standard established by Test 3 for the provision of athletic opportunities during each of the past three school years. The responses on the most recent T-3 form appear to be supported by the information found in the most recent student athletic interest survey. The school currently offers a total of 16 teams for female competition and 18 teams for male competition.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?  
Yes  No

Comments: The information submitted on the T-63 form in the 2013-14 annual Title IX report shows that a 100% completion rate was received on the most recent student athletic interest survey.

4. Checklist of the Title IX Components of the Interscholastic Program

| Benefit to Students                      | Satisfactory | Deficient | Comments   |
|--|--------------|-----------|--|
| Accommodation of Interests and Abilities | X            |           | <p>The February 14, 2000 school visit report rendered this area <i>Satisfactory</i> and specified that it appeared that the standards established by both Tests 1 and 3 for the provision of athletic opportunities were being met at that time. The November 11, 2009 report also rated this area <i>Satisfactory</i> based on the fact that the standard established by Test 3 was being met. A review of the annual Title IX reports for the past three years gives strong indication that the standard of Test 3 is currently being met. The reports document that the athletic interests of the students are being accommodated. (See detailed explanation for all three opportunities tests on page 2 of this report.) During the most recent visit, a thorough review of the Title IX file was conducted. The file was found to contain all the school's annual Title IX reports for the past five years, the two previous Title IX school visit reports, an extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, current game schedules for all school-sponsored varsity teams, facilities usage schedules for the gym, soccer field, and the weight training rooms, schedule calendars for fall, winter, and spring sports, a handbook of athletic policies and procedures, a sample written booster club agreement, written guidelines regarding posting banners and other forms of athletic recognition (see <i>Publicity</i> and <i>KHSAA Recommended Action</i>), a written designation of the locker room and athletic equipment storage space assigned each team, detailed and organized minutes for Gender Equity Review Committee meetings held during the past three years, a written uniform review, rotation, and/or replacement plan (see <i>Equipment and Supplies</i>), written regulations for the provision of travel and per diem (see <i>Travel and Per Diem Allowances</i>), and a copy of the Athletic Facility Emergency Medical Plan</p> |

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| Accommodation of Interests and Abilities<br>continued |   |  | (KRS 160.445). This plan specifically addresses all the athletic venues at the school. School officials were highly commended for the development and maintenance of a comprehensive and well organized Title IX file.  |
| Equipment and Supplies                                | X |  | Both the 2000 and 2009 Title IX school visit reports deemed this benefit category <i>Satisfactory</i> . The 2009 report documented that the school had a uniform review and/or replacement plan based on a four-year cycle of rotation. The most recent visit showed that the school continues to have a uniform review/rotation plan based on a four-year cycle for all teams except girls and boys swimming, girls and boys tennis, and girls and boys golf. These players pay for one half the cost of their uniforms and keep them. These uniforms are replaced annually. <u>UPON RECEIPT OF THIS REPORT, THE UNIFORM PLAN SHOULD BE AMMENDED TO SHOW THE ANNUAL REPLACEMENT OF THESE UNIFORMS.</u> It was also recommended that the athletic director share the specifics of this plan with <u>all coaches</u> . All the uniforms and equipment reviewed during the most recent visit were of high quality and seemed to be supplied in equitable quantities. According to the information submitted in the 2013-14 and 2014-15 annual Title IX reports, the school was spending approximately \$539 per female athlete and \$485 per male athlete for equipment and supplies. |
| Scheduling of Games and Practice Time                 | X |  | The two previous Title IX school visit reports rated this benefit category <i>Satisfactory</i> . Information gathered during the most recent visit revealed that the number of competitive events scheduled for teams of "like" sports was comparable. Facilities usage schedules showing parity were provided for the gyms, soccer field, and the weight training rooms. The soccer teams do not currently rotate practice times. The girls' team always practice first and the boys team practice second. The major reason for this routine is the work schedule of the boys head coach. The scheduling of athletic events during the most optimal playing times was discussed with   |

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|  |   |  | school officials who were commended for the provision of parity regarding this benefit.   |
| Travel and Per Diem Allowances                   | X |  | The 2000 and 2009 Title IX school visit reports assessed this benefit category <i>Satisfactory</i> . The 2009 report stated that the expenditures submitted on the T-35 forms for this category were incomplete. It appears that all reports since 2009 have included the required information. The Title IX file contained written regulations regarding the provision of school buses and meals for athletes. School buses were the only form of transportation mentioned and the provision of lodging was not covered. Upon receipt of this report, <u>the REGULATIONS FOR TRAVEL AND PER DIEM SHOULD BE EXPANDED TO ADDRESS ADDITIONAL FORMS OF TRANSPORTATION (vans, charter buses, etc.) AND THE EQUITABLE PROVISION OF LODGING.</u> The data submitted in the 2013-14 and 2014-15 annual Title IX reports indicate that approximately \$163 per female and \$78 per male was spent for travel and per diem.                    |
| Coaching   | X |  | The previous two school visit reports judged this benefit category <i>Satisfactory</i> . Currently, the school's athletic director is responsible for evaluating all head coaches, and a written instrument is used as part of this process. According to information provided on the T-35 form in the 2014-15 annual Title IX report, the total amounts spent for coaching salaries for teams of "like" sports were comparable. A review of the district's extra service pay schedule for coaches indicated parity. Data provided in the 2014-15 annual Title IX reports indicate that the coaching ratio for female athletes is one coach per 13 participants and the ratio for male athletes is one coach per 15 participants. It was revealed from information gathered during the most recent visit that 11% (1/9) of the head coaches of girls teams and 20% (2/10) of the head coaches of boys teams were on-campus employees. |
| Locker Room, Practice and Competitive Facilities | X |  | The school visit reports from 2000 and 2009 rated this benefit category <i>Satisfactory</i> . The 2009 report documented that a new "state of the art" softball complex had recently been completed. At the time of the most recent   |

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| Locker Room, Practice and Competitive Facilities<br>continued |   |  | school visit, the competitive and practice facilities at the school continue to be rated good to excellent. The softball facility still affords superior amenities compared to other outdoor venues. All teams currently have assigned locker space. These areas all appear to be safe and secure. Girls' basketball, boys' basketball, softball, and football all have exclusive dressing areas. All other teams share dressing rooms. The assignment of these areas appears to be equitable. All teams also have an assigned equipment storage area. The storage areas seem to be of adequate size and are located within close proximity to each team's competitive facility. This school is very fortunate to have access to two gyms (Anderson and Alumni), 13 tennis courts, and two weight training rooms.  |
| Medical and Training Facilities and Services                  | X |  | Both of the two earlier school visit reports rendered this benefit category <i>Satisfactory</i> . The school currently has two weight training rooms. One is referred to as the <i>Field House</i> and the other one as <i>Anderson</i> . The Anderson room, which is located near the high school gym, is average size and very well equipped. Much of the available equipment is suitable for use by female athletes. Interviews indicated that the majority of female teams that participate in weight training use this facility. The Field House is located adjacent to the football dressing room. It is also well equipped but does not have as much female friendly equipment as the Anderson room. Interviews indicated that females do use this facility. There were equitable usage schedules for both weight rooms in the file and posted at the facilities. A certified trainer, employed by the school district, is accessible to all student athletes on an equitable basis. The school has a large and very well-equipped training room. Physical examinations for student athletes are offered free of charge by the Kings Daughter Medical Center on a designated day during June. |
| Publicity   | X |  | This benefit category was rated <i>Satisfactory</i> in 2000 and 2009. Currently, the school sponsors one cheerleading squad that cheers at all   |

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| Publicity<br>continued |   |  | <p>home football and boys and girls basketball games. They also cheer at away games within a 60-mile radius for all three teams. The full band performs at all home football games, and the pep band plays at all home and away games versus district opponents for the boys and girls basketball teams. The dance team performs at an equal number of boys and girls basketball games. The number of games is monitored for parity by the school's athletic director. A local radio station broadcasts all home and away football games, all home boys basketball games, and six to eight home girls basketball games each year. It was suggested that the school try to work with the radio station to broadcast all home girls basketball games. The Title IX file contained written regulations for the posting of banners for athletic recognition. <u>These regulations should be expanded to include equitable provision of awards, letters, bars, and post season banquets.</u> (See KHSAA Recommended Action.) School administrators were cautioned that <u>spending for awards shown on the T-35 should be actual expenditures and not budgeted amounts.</u> According to the data submitted in the 2013-14 and 2014-15 annual Title IX reports, the school was spending approximately \$4.50 per female athlete and \$3.50 per male athlete for awards.</p> |
| Support Services       | X |  | <p>Both previous Title IX school visit reports rendered this benefit category <i>Satisfactory</i>. The most recent visit revealed that the school has one active athletic booster club that supports all school-sponsored teams. The school has a written agreement with the booster club and <u>all booster purchases are required to be approved by the athletic director.</u> An analysis of athletic expenditures for the past two years shows that 37% of the spending in 2013-14 was for female athletes who made up 38% of the participants while 63% of the spending was for male athletes who made up 62% of the participants. In 2014-15, the internal audit summary showed that the school was spending approximately \$940 per female athlete and approximately \$810 per</p>  |

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|  |    |  | male athlete for total athletic support. In summary, athletic spending submitted for the past two years indicates total parity. |
| Athletic Scholarships                      | NA |  |   |
| Tutoring                                   | NA |  |   |
| Housing and Dining Facilities and Services | NA |  |   |
| Recruitment of Student Athletes            | NA |  |   |

5. Brief Summary/Analysis of the Improvement Plan (Form T-60)

The school's most recent T-60 forms call for the following:

- increasing the number of female coaches;
- increasing the percentage of athletic expenditures for females;
- pursuing the interest in a bowling program;
- negotiating with local radio stations to broadcast female sporting events.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No deficiencies were designated as a result of the September 30, 2015 Title IX school visit. There were a few areas mentioned in the report that require attention by school administrators and the Gender Equity Review Committee.

- The uniform rotation plan needs to be amended to show the correct replacement cycle for all teams. (See *Equipment and Supplies*.)
- The travel guidelines need to be expanded to show provision of equity in relation to all modes of transportation and the provision of lodging for student athletes. (See *Travel and Per Diem Allowances*.)
- Guidelines for publicity should be expanded to address the equitable provision of awards and post season banquets. (See *Publicity and KHSAA Recommended Action*.)

7. KHSAA Recommended Action in relation to new deficiencies

No new deficiencies were assessed as a result of the September 30, 2015 school visit.

There is one “area of concern” which needs to be addressed in an attempt to insure a continuation of equitable benefits are provided.

(PUBLICITY) On or before February 1, 2016, the school is to submit to KHSAA an expansion of the current regulations regarding *Publicity* which addresses the equitable provision of athletic awards (i.e. letters, bars, trophies, plaques, etc.) and post season athletic banquets.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated by the November 11, 2009 Title IX school visit report.

IT SHOULD BE NOTED THAT ASHLAND BLAZER HIGH SCHOOL HAS HAD THREE TITLE IX SCHOOL VISITS—2000, 2009, AND 2015—AND HAS NOT BEEN REPORTED TO BE *DEFICIENT* IN ANY AREA AT ANY TIME. THE SCHOOL IS COMMENDED FOR CONTINUED PROGRESS IN RELATION TO EQUITABLE PROVISION OF OPPORTUNITIES AND BENEFITS FOR THEIR STUDENT ATHLETES.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Mark Swift, 1500 Blazer Blvd.,Ashland, KY 41102  
 (606) 327-6046

District Level Title IX Coordinator: Mark Swift, 1500 Blazer Blvd.,Ashland, KY 41102  
 (606) 327-6046

| Name            | Title             | Telephone      |
|-----------------|-------------------|----------------|
| Gary W. Lawson  | KHSAA             | (502) 545-3393 |
| Bryce Bentley   | Student Athlete   | (606) 327-6040 |
| Kayla Brown     | Student Athlete   | (606) 327-6040 |
| Bill Bradley    | Girls Basketball  | (606) 327-6052 |
| E. B. Lowman    | Girls Soccer      | (606) 329-0797 |
| Derek Runyon    | Principal         | (606) 327-6040 |
| Phillip Caudill | Principal         | (606) 327-2731 |
| Larry Bailey    | Girls Golf Coach  | (606) 327-2727 |
| Mark Swift      | Athletic Director | (606) 327-6040 |
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10. Comments

No one from the community attended the Public Comments session. The school's athletic director, Mark Swift, was commended for his excellent preparation for the school visit. The meeting was adjourned at 3:20 pm EDT.