



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

(For schools re-visited during the 2012-2013 school year)

School: Barbourville
 Prepared By: Gary W. Lawson
 Date of Re-Visit: January 8, 2013
 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
	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: The data submitted in the 2011-12 annual report indicates that the school is not meeting the standard established in Test 1 for the provision of athletic opportunities. The school had consistently met this standard before the submittal of rosters was required. The data submitted shows that female participation decreased from 84 in 2010-11 to 65 in 2011-12. This is a 23% decrease.

- 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 information submitted indicates that the school has not met the standard established in Test 2 for provision of athletic opportunities during any of the past three school years. The 2011-12 annual report shows that no new teams have been added for either gender during the past five years.

- 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: According to the information and responses submitted, the school is not meeting the standard established in Test 3 for provision of athletic opportunities. There is no documentation on the T-3 form of any actions taken by the school to validate the authenticity of the indicated interest in girls track (23) or girls volleyball (41).

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

Comments: According to documentation found on the T-63 form, the school received a 100% return rate 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 20, 2001 Title IX school visit report stated that this area was <i>Satisfactory</i> because it appeared the school was meeting the standard established in Test 3 for provision of athletic opportunities. The report following the January 20, 2005 school visit also rated this category <i>Satisfactory</i> stating the school appeared to be meeting the standards established in both Test 1 and Test 2 at that time. The most recent annual report shows that the school is not currently meeting the standards established in any of the three tests. The 2011-12 annual report was the first one in which member schools were required to submit team rosters for all sponsored teams. According to the school's submittals, the number of females participating decreased from 84 in 2011-11 to 65 in 2011-12. It was emphasized to school officials that failure to meet the standard established in any one of the three tests renders the school to be deficient in <i>Accommodation of Interests and Abilities</i>. Meeting the standards established in Test 1 and Test 2 is directly related to the participation count shown on team rosters. In order to meet the standard of Test 3, the indicated interest in girls volleyball and girls track must be pursued for validity and then addressed accordingly. (See <i>KHSAA Recommended Action</i>.) A KHSAA representative reviewed the school's most recent Title IX improvement plans. These plans appeared to address relevant challenges. THE APRIL 30, 2013 IMPROVEMENT PLAN (T-60) SHOULD ADDRESS THE CURRENT DEFICIENCY IN ACCOMMODATION OF INTERESTS AND ABILITIES. The school's Title IX file was reviewed and found to contain the two previous Title IX school visit reports, all annual reports submitted to KHSAA for the past five years (several did not include the T-65 forms—see <i>KHSAA Recommended Action</i>). The file also included a current board-approved salary schedule for coaches, game schedules for all</p>

<p>Accommodation of Interests and Abilities</p> <p>continued</p>			<p>school sponsored teams, written usage schedules for all shared athletic facilities except the indoor hitting cage (see <i>Scheduling of Games and Practice Times</i>), written guidelines regarding recognition of athletic accomplishments (see <i>Publicity</i> and <i>KHSAA Recommended Action</i>), a written designation of locker room and athletic storage space assigned to each team, written agendas and sign-in sheets for Gender Equity Review Committee meetings held during the past three years. School officials were reminded that it is recommended that <u>actual minutes</u> rather than just agendas be kept. Also in the Title IX file were comprehensive written guidelines relating to the provision of travel and per diem and a written uniform review, rotation, and/or replacement plan. School officials were encouraged to continue to develop a useful and complete Title IX file.</p>
<p>Equipment and Supplies</p>	<p>X</p>		<p>The 2001 school visit report deemed this benefit category <i>Satisfactory</i> but did request that a uniform review, rotation, and/or replacement plan be developed and implemented. The 2005 report again stated this category was <i>Satisfactory</i> noting that the requested uniform review plan still was not in place. This plan was submitted to KHSAA in April, 2005. The most recent visit showed that a uniform review, rotation, and/or replacement plan based on a four-year cycle of rotation was in place. Interviews with coaches and athletes indicated that this plan was being implemented. The uniforms and equipment inspected during the visit appear to be of mid-to-high quality and provided on an equitable basis. The data submitted in the 2011-12 annual report indicates that the school was spending approximately \$93 per female athlete and \$109 per male athlete for equipment and supplies.</p>
<p>Scheduling of Games and Practice Time</p>	<p>X</p>		<p>Both the previous Title IX school visit reports rendered this category <i>Satisfactory</i>. According to information gathered during the visit, the number of competitive events scheduled for teams of “like” sports was comparable. It</p>

<p>Scheduling of Games and Practice Time</p> <p>continued</p>			<p>appeared that all shared practice facilities were assigned equitably. The school did not provide a usage schedule for the indoor hitting facility shared by baseball and softball. UPON RECEIPT OF THIS REPORT, A USAGE SCHEDULE FOR THIS FACILITY IS TO BE DEVELOPED AND PLACED AT THE FACILITY AND IN THE TITLE IX FILE. The scheduling of athletic events during optimal playing times for both genders was discussed with school officials who were commended for the provision of parity in this regard.</p>
<p>Travel and Per Diem Allowances</p>	<p>X</p>		<p>The 2-20-01 and the 1-20-05 school visit reports rated this benefit category <i>Satisfactory</i>. The review of the Title IX file during the most recent visit showed that the school has equitable written guidelines for provision within this area. These guidelines address the mode of transportation and the allotment of food and motel rooms for student athletes. According to the information in the 2011-12 annual report, the school was spending approximately \$96 per female athlete and \$128 per male athlete for travel and per diem.</p>
<p>Coaching</p>	<p>X</p>		<p>Both the 2001 and 2005 school visit reports rated this benefit category <i>Satisfactory</i>. The information in the 2011-12 annual report indicates that the total amounts spent for coaches' salaries for teams of "like" sports is comparable. The district's extra service pay schedule appeared to show parity. When evaluated as a whole, the number of coaches provided for teams of "like" sports showed equivalence. Information gained during the visit showed that all head coaches for boys teams and all head coaches for girls teams are on-campus employees.</p>
<p>Locker Rooms, Practice and Competitive Facilities</p>	<p>X</p>		<p>The February 20, 2001 report rendered this benefit category <i>Deficient</i> citing the lack of amenities provided at the softball field and the lack of locker room space provided for girls teams in general. The January 20, 2005 report changed this rating to <i>Satisfactory</i> stating that the school was renting the softball field at</p>

<p>Locker Rooms, Practice and Competitive Facilities</p> <p>continued</p>			<p>Union College, and the construction of a new gym on the school campus appeared to address the disparity in the locker room space provided. The most recent visit showed that the location of the softball field used by the school's team had changed again. The field is currently located about a mile from the school at the Walnut Street Park which is owned by the city of Barbourville. The field is well maintained and provides amenities that are equal or superior to those at the baseball field which is also located at a city park approximately one mile from the school. However, <u>the baseball field has lights, and the softball field does not.</u> School administrators are currently working with city officials in an attempt to get lights at the softball field. (See <i>KHSAA Recommended Action</i>) Since the time of the 2005 visit, the Robert Stevens Aquatic Center has been constructed and provides a state of the art swimming facility for both the boys and girls teams. Locker rooms are available for all teams in the new gym. The locker rooms that are shared seem to be assigned equitably. All teams at the school have an assigned storage space for athletic equipment. Equity seems to have been a major consideration in the assignment of this space. The school currently has only two offices assigned for coaches. One is used by the boys basketball coach and the other is assigned to the girls basketball coach.</p>
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Medical and Training Facilities and Services	X		Both the 2001 and the 2005 school visit reports deemed this benefit category <i>Satisfactory</i> . The 2005 report did request that an equitable written usage schedule be developed for the weight training room and posted at the facility. The most recent visit revealed that the school has a very well equipped weight training room with an equitable usage schedule posted at the facility, and a copy of the schedule was also in the Title IX file. Almost all the weight training equipment provided is suitable for use by female students. No athletic training services are provided to students of either gender. On a designated day in August, a local doctor offers physical examinations at the school for ten dollars each.
Publicity	X		Both the previous school visit reports deemed this benefit category <i>Satisfactory</i> . The review of the Title IX file revealed that written guidelines were in place for this area. These guidelines did not address the hanging of individual recognition banners in the gym. The individual banners that are now displayed in the gym have been placed there at the discretion of school administrators. (See <i>KHSAA Recommended Action</i> .) The school currently has one cheerleading squad that cheers at all home games and at away tournament games for both the boys and girls basketball teams. The school does not have a band or mascot at this time. Expenditures in this area are minimal because no athletic banquets, letters, or bars are provided. The only awards given are the ones received by each graduating senior on all teams.
Support Services	X		The 2001 school visit report rated this benefit category <i>Deficient</i> stating that the T-35 and T-36 forms had not been submitted properly. The 2005 report changed the rating for this category to <i>Satisfactory</i> . According to interviews with school administrators, there are no booster clubs in existence at this time. Much of the athletic money is provided by fundraisers conducted by the athletes and their

Support Services continued			coaches. An analysis of spending for the past two years showed that athletic expenditures in 2010-11 were outside generally accepted parameters for parity for a “non-football” playing school on both a percentage and a per athlete basis. Approximately \$427 was spent per male athlete and \$333 per female athletes. The spending during 2011-12 appeared to be within acceptable parameters both by the percentage and per athlete methods. Approximately \$422 per male athlete was spent compared to \$407 per female athlete. School officials were encouraged to monitor this spending so no disparity continues over a two-year period.
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:

- provision of an indoor batting cage for baseball and softball;
- provision of an indoor driving cage for boys and girls golf;
- upgrading the softball field;

- installation of a secure area for taking admissions at the softball field.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The one designated deficiency as a result of this visit is in the area of *Accommodation of Interests and Abilities*. Submittals by the school indicate they are not meeting the standards established in any of the three tests for provision of athletic opportunities. School officials were informed that this deficiency may have been caused by failure to submit accurate team rosters to KHSAA. (See *KHSAA Recommended Action in relation to new deficiencies*.) There are also *areas of concern* within the categories of *Publicity*, and *Locker Rooms, Practice, and Competitive Facilities* that need to be addressed in order to insure that equitable benefits are provided.

7. KHSAA Recommended Action in relation to new deficiencies

(Accommodation of Interests and Abilities) On or before March 27, 2013, the school is to submit to KHSAA written documentation of the steps taken to assess the validity of the indicated interests in girls volleyball and girls track. This information should include, but not be limited to, records of students and/or parents attending meetings held at the school in relation to each of these sports. If these meetings show the interest in these sports to be valid, this documentation is to include the time table established by the school for implementation of these sport(s). This information should also be included in the T-3 and T-60 forms in the school's April 30, 2013 annual Title IX report to KHSAA.

Although not designated as deficiencies, the following "areas of concern" should be addressed in an attempt to insure that equitable benefits are provided.

(Locker Rooms, Practice, and Competitive Facilities) On or before March 27, 2013, the school is to submit to KHSAA a written description of the steps to be taken by the school and/or city of Barbourville in relation to provision of lighting at the girl's softball field. This description should include a projected completion date for this project. These actions should also be part of the school's improvement plan (T-60 form) submitted in the April 30, 2013 annual Title IX report.

(Publicity) On or before March 27, 2013, the school is to submit to KHSAA equitable written guidelines for the posting of individual athletic recognition banners in the gym. Copies of these guidelines should also become a part of the school's Title IX file.

Upon receipt of this report, a school athletic administrator is to contact KHSAA and request copies of the T-65 reports for the past five years. When these documents are received, they are to be attached to the appropriate annual reports and placed in the Title IX file at the school.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated in the January 20, 2005 Title IX school visit report.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Paul Middleton, P. O. Box 520, Barbourville, KY 40906
(606) 546-3120

District Level Title IX Coordinator: Beulah Campbell, P.O. Box 520, Barbourville, KY 40906
(606) 546-3120

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 875-3817
Paul Middleton	Principal	(606) 546-3120
Dinky Phipps	Athletic Director	(606) 546-3120
Beulah Campbell	District Administrator	(606) 546-3120

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 3:10 p.m. EST.