



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

(For schools re-visited during the 2013-2014 school year)

School: Beechwood
 Prepared By: Gary W. Lawson
 Date of Re-Visit: October 1, 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
- Title IX 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
X	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: The data and rosters submitted indicated that the school has met the standard established in Test 1 for provision of athletic opportunities during two of the last three school years (2010-11 and 2011-12). It is not, however, currently meeting that standard (2012-13).

- 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 submitted by the school document that six girls teams (four varsity and two junior varsity) have been added during the last five years and are currently being sponsored. The number of current participants on these teams increases the total female participation by 32%. Therefore, it appears the standard established in Test 2 is being met.

- 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 fact that the school has added six new teams for females within the past five years and the T-3 form shows the steps currently being taken to address the indicated interest in girls cross country, it is likely the standard established in Test 3 for provision of athletic opportunities is currently being met.

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

Comments: The documentation submitted on the T-63 form in the 2011-12 annual report indicates 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>Both the January 10, 2000 and the November 2, 2006 school visit reports rendered this area <i>Satisfactory</i>. In the original report, the school appeared to be meeting the standard established in Test 1. The 2006 report stated that both Test 1 and Test 2 were likely being met. The most recent visit seemed to reveal that the school is in a period of expansion in relation to sports. Female participation has increased by 32% through the addition of teams during the past five years, and the school is currently addressing the indicated interest in girls cross country. The combination of these factors make it likely the standards in both Tests 2 and 3 are being met. The school's Title IX file was reviewed. It was found to contain all the annual reports to KHSAA for the past five years, both previous Title IX school visit reports, a board-approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, game schedules for all school sponsored sports and a program for fall sports (football, boys and girls golf, girls soccer, and volleyball), a coaches' handbook, a facility usage schedule for the gym (other shared facilities were not included—see <i>Scheduling of Games and Practice Times and KHSAA Recommended Action</i>), some guidelines regarding awards and recognition (see <i>Publicity</i>), written designation of locker room and athletic storage space assigned to each team, minutes from Gender Equity Review Committee meetings for the past <u>two</u> years, a listing of recent uniform purchases and some projected purchases (see <i>Equipment and Supplies and KHSAA Recommended Action</i>), guidelines for travel and per diem (see <i>Travel and Per Diem</i>), and a copy of the school's athletic facility emergency plan (KRS 160.445). School officials were encouraged to continue to work toward the development of a comprehensive Title IX file.</p>

Equipment and Supplies	X		Both the previous Title IX school visit reports rated this benefit category <i>Satisfactory</i> . The 2000 report documented the school had a uniform review, rotation, and/or replacement plan in place. The 2006 report did note some differences in the quality of uniforms provided for girls and boys basketball and also for softball and baseball. All uniforms reviewed during the most recent visit appeared to be equitable in both quantity and quality. The Title IX file had a listing of uniform purchases and projected future purchases for <u>some</u> teams. It was recommended that this listing be expanded to show equitable review cycles for all teams. (See <i>KHSAA Recommended Action</i>). According to data submitted in the 2011-12 and 2012-13 annual Title IX reports, the school was spending approximately \$53 per female athlete and \$64 per male athlete for equipment and supplies.
Scheduling of Games and Practice Time	X		The 2000 and the 2006 school visit reports rated this benefit category <i>Satisfactory</i> . Information gathered during the most recent visit indicated that the number of competitive events scheduled for teams of “like” sports showed parity <u>except for the number of softball games (25) compared to that for baseball (37)</u> . This situation was discussed with the principal, athletic director, and the Gender Equity Review Committee. (See <i>KHSAA Recommended Action</i> .) According to interviews with the athletic director, coaches, and student athletes, all shared practice facilities were assigned equitably. There was a usage schedule in place for the gym but not for the tennis courts and batting cage. (See <i>KHSAA Recommended Action</i> .) The provision of optimal playing times for all teams was discussed with school officials. They were encouraged to strive for parity in this endeavor.
Travel and Per Diem Allowances	X		Both previous Title IX school visit reports rated this benefit category <i>Satisfactory</i> . The district currently provides three modes of transportation for student athletes—school

Travel and Per Diem Allowances continued			<p>buses, an SUV, and charter buses. There are written guidelines in place that set the parameters for choosing the appropriate transportation. These guidelines also include equitable provision for meals, but there are no parameters set for motel rooms which are mentioned. <u>Upon receipt of this report, the school should expand the travel guidelines to include equitable parameters for the provision of motel rooms.</u> The data submitted in the 2011-12 and 2012-13 annual Title IX reports indicate that the school was spending approximately \$52 per female athlete and \$72 per male athlete for travel and per diem.</p>
Coaching	X		<p><i>Satisfactory</i> was the rating given to this benefit category in both the previous Title IX school visit reports. At this time, the athletic director, who is responsible for evaluating all head coaches, is developing a written instrument that will provide consistent documentation of this process. According to the 2012-13 annual Title IX report, the total amounts spent for coaching salaries for teams of "like" sports were comparable. The district's extra service pay schedule showed parity. The number of coaches for teams of "like" sports was equivalent. <u>The number of football coaches on the T-35 form included middle school coaches, and, therefore, was inaccurate. School officials were encouraged to verify that the coaching numbers are correct on the April 30, 2014 T-35 form.</u> Information gathered during the recent visit indicated that 100% (12/12) of head coaches of girls teams are employed off the school campus while 45% (5/11) of the head coaches of boys teams are employed off-campus. <u>It was emphasized to school officials that "accessibility of coaches" is an element of the Title IX evaluation.</u></p>
Locker Rooms, Practice and Competitive	X		<p>The 2000 Title IX report rendered this category <i>Satisfactory</i>. In 2006, the rating for this category was <i>Deficient</i>. The reasons given</p>

Medical and Training Facilities and Services	X		<p>Both the previous reports deemed this category <i>Satisfactory</i>. The 2006 report did note that there was <u>no</u> posted usage schedule for the weight training facility, and there was an obvious need for more equipment in the training room that was suitable for females. The tour of facilities during the most recent visit revealed that the school now has two state-of-the-art weight training facilities. One of these is for football only, and the second one serves all other sports. The location of the weight room serving all sports except football is accessible to all students and has a myriad of equipment that is suitable for use by female athletes. There was an equitable usage schedule posted at this facility. <u>Upon receipt of this report, the school is to place a copy of the schedule for this facility in the Title IX file.</u> A trainer is provided by Nova-Care Rehabilitation Center after 2:00 each day. This trainer has a number of training rooms and seems to be equally available to all athletes. Two local physicians offer physical examinations for any student athlete on a designated day in May for \$20. The physicians then donate the money to the school.</p>
Publicity	X		<p>The 2000 Title IX school visit report rated this benefit category <i>Deficient</i> stating there was a disparity in support provided by cheerleaders for girls basketball compared to boys basketball. The 2006 report rated this area <i>Satisfactory</i>. The school currently sponsors one cheerleading squad that cheers at all <u>home and away</u> and post season football games. They also cheer at an “equal number” (monitored by the athletic director) of home games for the boys and girls basketball teams. They also cheer at all class “A” tournament and post season games for both teams. The entire school band plays at all home football games. The pep band plays at an equal number of girls and boys home basketball games as monitored by the athletic director. The Title IX file contained a set of guidelines addressing the provision of parity in relation to awards and awards banquets. <u>Upon receipt of this report, these guidelines are to be</u></p>

Publicity continued			expanded to include requirements for the <u>posting of banners in the gym</u> . According to the athletic director, the school has had an athletic hall of fame in the past, but it is <u>not</u> in existence at this time. According to information submitted in the 2011-12 and 2012-13 annual reports, the school was spending approximately \$8 per female athlete and \$13 per male athlete for awards.
Support Services	X		Both the earlier Title IX school visit reports deemed this benefit category <i>Satisfactory</i> . The 2006 report stated there appeared to be a need for administrative oversight of booster spending. The school currently has one booster club that supports all teams. All booster funds are housed in school accounts, and the same purchase order process is used for school and booster funds. An analysis of athletic spending for the past two years showed that in 2011-12, spending was outside of generally accepted parameters for the provision of parity on both a percentage and a per athlete basis—approximately \$470 per male athlete and \$314 per female athlete. In 2012-13, athletic spending was within acceptable parameters on both a percentage and per athlete basis—approximately \$438 per male athlete and \$387 per female athlete. School officials were encouraged to be very diligent in monitoring this situation to see that no disparity in athletic expenditures continues over a two-year period.
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

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

- addition of a girls soccer program;
- addition of an athletic banner recognition program;
- upgrading the softball facility;
- provision of equitable coaching salaries;
- addition of a bowling program;
- construction of a new tennis facility;
- increasing the coaching stipend for volleyball;
- pursuing the validity of the indicated interest in girls cross country;
- addition of an archery program.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

As a result of the numerous improvements made in the provision of equitable benefits since the December 3, 2006 school visit, no deficiencies are designated. There are several “**areas of concern**” that should be addressed in order to avoid development of future deficiencies and insure equitable provision of benefits. These areas are in the categories of ***Scheduling of Games and Practice Times*** (see *KHSAA Recommended Action*), ***Publicity, Equipment and Supplies*** (see *KHSAA Recommended Action*), ***Travel and Per Diem***, and ***Locker Rooms, Practice, and Competitive Facilities*** (see *KHSAA Recommended Action*).

7. KHSAA Recommended Action in relation to new deficiencies

No new deficiencies were designated as a result of the most recent school visit.

Although not currently designated as deficient, the following categories should be addressed in order to maintain an equivalence of benefits.

(Equipment and Supplies)

On or before December 16, 2013, the school is to submit to KHSAA a uniform review, rotation, and/or replacement plan that includes equitable provision for all teams and an equal cycle of rotation for all “like” teams. This plan is to become part of the school’s Title IX file.

(Scheduling of Games and Practice Times)

On or before December 16, 2013, the school is to submit to KHSAA an equitable written usage schedule for the batting cage located adjacent to the baseball field that is shared by the baseball and softball teams.

On or before December 16, 2013, the school is to submit to KHSAA a completed baseball and softball schedule for the school year 2013-14. These schedules should show parity in the number of games scheduled for these teams. At the conclusion of their seasons, the KHSAA web site should reveal parity in the number of games played for each team.

On or before December 16, 2013, the school is to submit to KHSAA a rotation of usage schedule for the tennis courts at the school and at Fort Mitchell city courts. This schedule should become a part of the school’s Title IX file and be updated each tennis season.

(Locker Rooms, Practice and Competitive Facilities)

On or before December 16, 2013, the school is to submit to KHSAA pictures of the softball field as it looks when set up for a game. The pictures should include both dugouts, all fencing and the backstop, the pitchers area, and scoreboard. A separate picture of the press box should also be included. It is suggested that these pictures become a part of the Title IX file.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

The deficiency designated by the November 2, 2006 school visit report in the area of *Locker Rooms, Practice, and Competitive Facilities* has been addressed by the changing of the location of the softball field. It should be noted again that provision of benefits is a work in progress, and the school should continue to look for an even better alternative. (See *Locker Rooms, Practice, and Competitive Facilities* in the body of this report.)

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Suzy Wera, 54 Beechwood Rd., Ft. Mitchell, KY 41017
(859) 331-1220

District Level Title IX Coordinator: Suzy Wera, 54 Beechwood Rd., Ft. Mitchell, KY 41017
(859) 331-1220

Name	Title	Telephone
Barbara Wentz	Girls Tennis Coach	(859) 331-1220
Alan Walcott	Girls Soccer Coach	(859) 802-2061
Max Shover	Student Athlete	(859) 907-3428
Jenna Fessler	Student Athlete	(859) 393-4915
Ben Zimmerman	Principal	(859) 331-1220
Steve Hutton	Superintendent	(859) 331-3250
Jeanne Berger	Board Member/Parent	(859) 750-8055
Chuck Maricle	Parent	(513) 379-5352
Greg Roach	Parent	(859) 802-2190
Suzy Wera	AD/PPD	(859) 331-1220
Gary W. Lawson	KHSAA	(502) 545-3393

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 3:25 pm EDT.