



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

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

School: Clinton County
 Prepared By: Gary W. Lawson
 Date of Re-Visit: December 13, 2012
 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)

X	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: According to the data submitted, the school has met the standard established in Test 1 for provision of athletic opportunities in relation to female athletes during the past three school years.

- 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: According to data and information submitted, the school has not met the standard established in Test 2 for provision of athletic opportunities for females during any of the past three school years. The addition of a new varsity and junior varsity program in girls soccer has increased total athletic participation for girls by 22% which is very close to meeting the standard of this test.

- 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 indicates that the school is not meeting the standard established in Test 3 for provision of athletic opportunities for females due to a lack of follow up to the interest indicated in bass fishing. The most recent student athletic interest survey shows interest in both girls track (13) and bowling (21 girls). Both these interests must be validated for authenticity before the standard can be met.

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 on the T-63 form, the school received an 83% 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 October 30, 2001 Title IX school visit report rendered this category <i>Deficient</i> because the school did not appear to be meeting the standard established in any of the three tests for provision of athletic opportunities. The February 9, 2005 school visit report rated this category <i>Satisfactory</i> stating that the standards established in both Tests 1 and 3 for provision of athletic opportunities were being met. The most recent data submitted indicates that the school has met the standard established in Test 1 during each of the past three school years. The number of female participants apparently outnumbers the male participation during this period. The school currently offers 13 total teams for female participation and 11 total teams for male participation. A soccer program has recently been added for both genders at the varsity and junior varsity levels. It was explained to school officials that in order to meet the standard of Test 3 for females, the indicated interest in bowling, girls track, and bass fishing should be pursued for validity during the upcoming school year. A KHSAA representative reviewed the Title IX improvement plans which appear to address relevant challenges and to have reasonable completion dates. The school's Title IX file was reviewed and found to contain the two previous Title IX school visit reports, annual reports to KHSAA for the past five years, a board-approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, sample game schedules for all school sponsored sports, seasonal calendars picturing the boys and girls basketball teams and cheerleaders, a site-based policy and written agreement dealing with oversight of booster clubs, written facilities usage schedules for all shared athletic venues, a site-based policy addressing recognition of athletic accomplishments (see <i>Publicity</i> and <i>KHSAA Recommended Action</i>), written designation of locker room and athletic</p>

<p>Accommodation of Interests and Abilities continued</p>			<p>storage space assigned each team (see <i>Locker Rooms, Practice and Competitive Facilities</i>), written minutes for all Gender Equity Review Committee meetings for the past three years, a site-based policy addressing uniform rotation and replacement (see <i>Equipment and Supplies</i>), and written guidelines relating to provision of travel and per diem (see <i>Travel and Per Diem</i>). School officials were commended for the development and maintenance of a comprehensive Title IX file.</p>
<p>Equipment and Supplies</p>	<p>X</p>		<p>The 2001 Title IX school visit report showed this category to be <i>Satisfactory</i>. It was requested that a uniform review, rotation, and/or replacement plan be put in place. The 2005 report stated that this benefit category was <i>Satisfactory</i> and noted that a uniform rotation plan had been implemented. The most recent visit revealed that site-based policy #04.16 had been passed which stated that uniforms were to be reviewed for replacement on a three-year cycle. IT WAS SUGGESTED THAT THIS DOCUMENT BE EXPANDED TO SHOW A FULL CYCLE OF ROTATION FOR ALL TEAMS. Interviews with coaches indicated that, in some instances, this policy <u>was not</u> being followed. SCHOOL OFFICIALS AND MEMBERS OF THE GENDER EQUITY REVIEW COMMITTEE WERE REMINDED THAT EQUITY CAN BE INSURED ONLY IF THE POLICY IS FOLLOWED. All uniforms reviewed during the visit were of mid-to-high quality and seemed to be provided equitably. The data submitted in the 2010-11 and 2011-12 annual reports indicated that the school was spending approximately \$152 per female athlete and \$209 per male athlete for equipment and supplies.</p>
<p>Scheduling of Games and Practice Time</p>	<p>X</p>		<p>Both the 2001 and 2005 school visit reports deemed this benefit category <i>Satisfactory</i>. Information gathered during the most recent visit suggested that the number of competitive events scheduled for “like” sports is comparable. The school’s shared practice facilities appeared to be assigned equitably.</p>

Scheduling of Games and Practice Time continued			Practice schedules for the soccer field, gym, batting cage, and both weight rooms showed parity. The KHSAA representative discussed the need to provide equity in regard to scheduling optimal playing opportunities for all student athletes with school officials. A review of the current schedules indicates that school officials and coaches are monitoring this situation closely.
Travel and Per Diem Allowances	X		Both the previous Title IX school visits rated this benefit category <i>Satisfactory</i> . The review of the school's Title IX file showed that equitable guidelines are in place that addresses the mode of transportation, provision of meals, and assignment of student athletes to motel rooms. UPON RECEIPT OF THIS REPORT, SCHOOL OFFICIALS ARE REQUESTED TO EXPAND THESE GUIDELINES TO INCLUDE PARAMETERS FOR EXPENDITURES FOR MOTEL ROOMS. According to information supplied in the 2010-11 and 2011-12 annual reports, the school was spending approximately \$310 per female athlete and \$103 per male athlete for travel and per diem. This data is somewhat skewed by a \$43,000 expenditure for a spring break trip by the softball team.
Coaching	X		Both the 2001 and the 2005 Title IX school visits rendered this benefit category <i>Satisfactory</i> . According to information submitted in the 2011-12 annual report, the total amount of money spent for coaches' salaries for teams of "like" sports appears to be comparable. A review of the district's extra service pay scheduled showed parity. The area of coaching accessibility could not be fully evaluated because the <i>Coaching</i> column on the T-35 and T-36 form was not completed correctly. (See <i>KHSAA Recommended Action</i>). Information gathered during the visit revealed that 86% (6/7) of the head coaches of girls teams are employed off-campus while 43%

			(3/7) of the head coaches of boys teams are off-campus employees. A suggested item for improvement for the Gender Equity Review Committee would be to evaluate the comparative access of players to coaches for teams of both genders.
Locker Rooms, Practice and Competitive Facilities	X		<p>The original Title IX school visit resulted in a <i>Satisfactory</i> rating for this benefit category but did point out that a disparity existed in regard to the amenities provided in the girls locker room in the gym compared to the boys locker room at the same location. The 2005 report again rated this category <i>Satisfactory</i> stating that vast improvements had been made in the girls locker room addressed in the 2001 report. A review of competitive facilities during the most recent visit revealed that indoor and outdoor facilities offered an equivalence of amenities for teams of both genders. There was a slight advantage for male athletes in regard to their basketball dressing room and coaches' office compared to those for girl's basketball. All other venues appeared comparable. There is a shortage of locker room space, but what is available appears to be assigned equitably. There is <u>no locker room assigned to the boys or girls soccer teams.</u> School officials were requested to make a serious effort to find dressing room space for these two teams. (See <i>KHSAA Recommended Action.</i>) Athletic storage space is also very limited, but all teams except girls and boys cross country have storage areas somewhere on campus. School officials were asked to be diligent in seeking storage space for these two teams.</p>

Medical and Training Facilities and Services	X		Both the 2001 and 2005 Title IX school visits rendered this benefit category <i>Satisfactory</i> . The school currently has two weight training room. One facility is in the gym, and this room has a significant amount of equipment that is very suitable for female athletes. There was an equitable usage schedule showing female access found in the Title IX file and posted at the facility. The second weight room is in the football field house. There is less equipment at this facility that is suitable for females. There is an equitable usage schedule for this weight room posted at the facility and included in the Title IX file. Interviews with students indicated that female athletes mostly use the weight room in the gym. The school currently offers no athletic trainer services to teams of either gender. Student athletes at Clinton County High are responsible for getting their own athletic physical examinations.
Publicity			The two previous Title IX school visits deemed this benefit category <i>Satisfactory</i> . The school's Title IX file contained site-based policy #02.32 that addressed posting of athletic banners, retirement of athletic jerseys, and awarding letters, bars, and lettered jackets. This policy is excellent but should be expanded to include the provision of awards and athletic banquets. According to information submitted in the 2010-11 and 2011-12 annual reports, the school was spending approximately \$10 per female athlete and \$25 per male athlete for awards which creates a disparity. (See <i>KHSAA Recommended Action</i> .) The school has one cheerleading squad which cheers at all home football games and at all home games and away games versus district opponents for the girls and boys basketball teams. The squad cheers at all class "A" and post season tournament games for the teams mentioned above. The school band plays at all home football and boys and girls basketball games. The mascot attends all home boys and girls' basketball games.
Support Services	X		This benefit category was rendered <i>Deficient</i> as a result of the 2001 school visit due to the

Support Services continued			school's failure to submit T-35 and T-36 forms to KHSAA. The 2005 visit deemed this benefit category <i>Satisfactory</i> . The most recent visit revealed that the school currently has athletic booster clubs for all teams except boys and girls cross country, baseball, and boys and girls tennis. The school has a site-based policy #03.86 and a written agreement that says booster clubs may only make financial contributions to school athletic accounts and that all purchases are to be made through school accounts using the purchase order process. An analysis of athletic spending for the past two years shows that expenditures for 2010-11 were within acceptable parameters for provision of parity on both a percentage and per athlete basis. In 2011-12, these expenditures appeared to favor female athletes on both a percentage and per athlete basis.
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:

- purchase of a whirlpool tub for the girls locker room;
- construction of restrooms at the softball field.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major deficiencies were designated as a result of the December 12, 2012 school visit. There were some *areas of concern* described in the categories of *Equipment and Supplies, Travel and Per Diem, Coaching, Locker Rooms, Practice and Competitive Facilities, and Publicity* that should be addressed in an effort to avoid the development of future deficiencies.

7. KHSAA Recommended Action in relation to new deficiencies

No new deficiencies were designated as a result of the 12/13/12 Title IX visit to Clinton County. The following steps should be taken in order to address areas of concern.

(Coaching) On or before March 18, 2013, the school is to submit to KHSAA T-35 and T-36 forms with the column titled *Coaches for all levels/teams for all levels* filled out accurately and completely.

(Publicity) On or before March 18, 2013, the school is to submit to KHSAA an expansion of site-based policy #02.32 (athletic recognition) which addresses equitable provision of athletic banquets and athletic awards.

(Locker Rooms, Practice and Competitive Facilities) The school's Title IX improvement plan-T-60 form in the April 30, 2013 annual Title IX report is to address the steps taken by the school to provide locker room facilities for the girls and boys soccer teams.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated as a result of the February 9, 2005 Title IX school visit.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Mike Beard, 65 High School Dr., Albany, KY 42602
(606) 387-5569

District Level Title IX Coordinator: Julie York, 2853 N. Hwy 127, Albany, KY 42602
(606) 387-6480

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 875-3817
Patrick Stalcup	Coach	(606) 387-5569
Michael Anders	Gold Coach	(606) 387-4749
Darrell Thompson	Coach	(606) 387-3482
Todd Messer	Coach	(606) 387-3482
Sheldon Harlan	Principal	(606) 387-5569
Greg Cummings	Coach	(606) 387-8869
Pam Ostertag	Coach	(606) 387-5569
Julie York	Title IX Coordinator	(606) 387-6480
Jonathan Drauhair	Student Athlete	(606) 387-5569
Leah Claborn	Student Athlete	(606) 387-5569
Taylor Delk	Student Athlete	(606) 387-5659
Alex Beard	Student Athlete	(606) 387-5569
Sarah Glover	Student Athlete	(606) 387-5569
John Crouth	Student Athlete	(606) 387-5569
Ausley Stalcup	Student Athlete	(606) 387-5569
Haley Matthews	Student Athlete	(606) 387-5569
Bianca Soma	Student Athlete	(606) 387-5569
Alissa Cook	Student Athlete	(606) 387-5569

10. Comments

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