



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

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

School: Daviess County
 Prepared By: Gary W. Lawson
 Date of Re-Visit: December 15, 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 2014-15 annual Title IX report shows that females were 50.2% of the school's enrollment and made up 44.7% of the athletic participants.

- 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 in the annual Title IX reports indicate that the standard established by Test 2 for provision of athletic opportunities has not been met during any of the past three school years. The most recent T-2 form shows that one varsity team (bowling) for females has been added during the past five years and this team had nine participants during the 2013-14 school year.

- 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 on the T-3 forms indicate that the school has met the standard established by Test 3 for provision of athletic opportunities during each of the past three school years. The responses on the T-3 form appear to be supported by the information provided in the most recent student athletic interest survey. According to the latest T-2 form, the school sponsors 19 total teams for male competition and 18 total teams for female 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 on the T-63 form in the 2013-14 annual Title IX report shows that an 81% completion rate was received on the most recent student athletic interest survey. School officials were reminded that a minimum completion rate of 80% is required in this endeavor.

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 May 14, 2001 and the December 9, 2009 Title IX school visit reports rated this category <i>Satisfactory</i>. This rating was based on the fact that the school appeared to meet the standard established by Test 3 for the provision of athletic opportunities at the time of both visits. Information contained in the annual Title IX reports for the past three years gives strong indication that the standard established by Test 3 is still being met. The responses on the T-3 forms submitted by the school appear to be supported by the information found in the most recent student athletic interest survey. The school currently sponsors 19 total teams for male competition and 18 total teams for female competition. (See a detailed explanation of each of the three opportunities tests on page 2 of this report.) During the most recent visit, the school's Title IX file was reviewed and found to contain the two previous Title IX school visit reports, annual Title IX reports 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, current game schedules for all school sponsored varsity teams, game programs for fall and winter sports seasons that recognized all teams that participated during the fall and winter. The file also included a school district-generated coaches handbook, written facility usage schedules for the gym and weight training room, regulations for the posting of banners, awarding of letters, bars, and trophies, and the provision of post season athletic banquets, written designation of locker room space and athletic equipment storage space assigned for all teams except boys and girls golf, minutes for all 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> and <i>KHSAA</i></p>

Accommodation of Interests and Abilities continued			<i>Recommended Action</i>), guidelines addressing travel and per diem, and a copy of the school's Athletic Facility Emergency Medical Plan. School officials were highly commended for the development and maintenance of a very comprehensive and well organized Title IX file.
Equipment and Supplies	X		The 2001 Title IX school visit report rated this benefit category <i>Satisfactory</i> but requested that the school develop an equitable review/rotation plan for the replacement of uniforms. The 2009 school visit report also designated this category <i>Satisfactory</i> but noted that the school still did not have a uniform review plan in place. On March 28, 2010, the school submitted a statement that a uniform rotation plan based on a four-year cycle would be implemented. Information gathered during the most recent visit indicated that the school does have an equitable written plan for the review and/or replacement of uniforms based on a four-year cycle for all teams except boys and girls tennis and boys and girls swimming which are replaced annually. The interviews with coaches and student athletes did not confirm total adherence to this plan. (See <i>KHSAA Recommended Action</i> .) All the uniforms reviewed during the visit appeared to be of high quality and provided in equitable quantities. One disparity was noted in relation to the provision of practice uniforms for the boys and girls basketball teams. Information provided indicated that girls' basketball players purchased their practice kits while the boys practice kits were purchased by the school. School administrators and the Gender Equity Review Committee were requested to investigate this situation and take any necessary steps to enhance the provision of parity. According to the information in the 2013-14 and 2014-15 annual Title IX reports, the school was spending approximately \$153 per female athlete and \$141 per male athlete for equipment and supplies.
Scheduling of Games and Practice Time	X		Both the earlier Title IX school visit reports deemed this benefit category <i>Satisfactory</i> . A review of team schedules on the KHSAA web site revealed that the number of competitive events scheduled for teams of "like" sports was

Scheduling of Games and Practice Time continued			comparable. An equitable usage schedule was provided for the gyms and weight training facility. Interviews during the visit seemed to verify equitable sharing of these venues. The scheduling of athletic events during the most optimal playing times was discussed with school officials who were commended for the provision of parity in this endeavor.
Travel and Per Diem Allowances	X		The 2001 Title IX school visit report designated this benefit category <i>Satisfactory</i> . The 2009 report rendered the category <i>Deficient</i> documenting the school had no written regulations for equitable provision of travel and per diem, and the school had submitted inaccurate information on the T-35 form in relation to this benefit. The review of the Title IX file during the most recent visit found that equitable written guidelines were in place, and these addressed the mode of transportation as well as per diem—meals and lodging—for student athletes. These regulations were very well written, and interviews during the visit indicated implementation of these policies. According to the information submitted in the 2013-14 and 2014-15 annual Title IX reports, the school was spending approximately \$197 per female athlete and \$154 per male athlete for travel and per diem.
Coaching	X		The 2001 Title IX school visit report did not rate this benefit category, but did state there appeared to be a disparity in the number of coaches provided for the softball teams compared to the number for baseball. There also seemed to be a difference in the compensation of the girls' soccer coach compared to the boys' soccer coach. The 2009 report documented that the disparity between the compensation for the softball and baseball coaches had been addressed and that the school district's extra service pay schedule showed equivalence for all coaches of "like" sports. The athletic director is responsible for the evaluation of all head coaches. A written instrument is currently used as part of this process. A review of the district's extra service pay schedule indicated parity. The data submitted on the T-35 form in the 2014-15

Coaching continued			<p>annual Title IX report indicates that the total amounts spent for coaching salaries for teams of “like” sports shows parity. Information in the 2014-15 annual report also shows that the coaching ratio for both male teams and female teams is one coach per 10 participants. There does appear to be one documented “like” team disparity—baseball has six coaches for three teams and softball has three coaches for three teams. School officials, along with Gender Equity Review Committee members were requested to review this situation in an attempt to insure that the accessibility to coaching is equivalent for “like” sports. Information gathered during the recent Title IX visit showed that 20% (2/10) of the head coaches of girl’s teams and 55% (6/11) of the head coaches of boy’s teams are on-campus employees.</p>
Locker Room, Practice and Competitive Facilities	X		<p>Both the previous Title IX school visit reports rendered this benefit category <i>Satisfactory</i>. The 2001 report stated that there appeared to be an advantage to male athletes in relation to the assignment of locker room space and the baseball dugouts were superior to those for softball. The 2009 report further documented that the amenities at the baseball field were superior to those for softball and the boy’s teams were assigned at least five exclusive dressing rooms while girl’s teams had only one. The facilities tour during the most recent visit gave strong evidence that both of the significant disparities listed in the 2009 school visit report have been positively addressed. The total renovation of the softball field is now complete. This venue has amenities that are very comparable to the other outdoor venues at the school. The improvements include, but are not necessarily limited to, upgraded dugouts, an on-site dressing area, a very well-appointed press box, an upgraded lighting system, a large indoor hitting facility, and an electric scoreboard—all of which elevate the amenities at the softball field to an equal level with those at the baseball field. The tour also revealed that the school now provides four exclusive dressing rooms for male teams and</p>

Locker Room, Practice and Competitive Facilities continued			three exclusive dressing rooms for female teams. School officials were highly commended for taking progressive steps to address the designated disparities that had existed in this benefit category. All teams at Daviess County High School had an assigned dressing area and equipment storage area except boys and girls golf. In almost all cases, these areas are in close proximity to the competitive venues.
Medical and Training Facilities and Services	X		The two earlier Title IX school visit reports rated this benefit area <i>Satisfactory</i> . The most recent visit revealed that the school has a large and very well equipped weight fitness center upstairs in the gym. This facility has numerous training options that are very appropriate for female athletes. The Title IX file contained an equitable usage schedule for the weight room which was also posted at the facility. An athletic trainer is available after 3:00 daily on an equitable basis for all student athletes through a contract with Owensboro "One" Health. Student athletes at the school are responsible for getting their own physical examinations.
Publicity	X		Both the previous Title IX school visit reports rendered this benefit category <i>Satisfactory</i> . The 2009 report stated that <u>the information provided made it impossible to determine how cheerleaders were assigned to cheer.</u> Information gathered during the most recent school visit indicated that two varsity cheerleading squads are sponsored. The Red squad is made up of 11 th and 12 th grade students and the White squad is made up of 9 th and 10 th grade students. Both squads cheer at all home football games. The Red and White squads rotate (one cheering at every other game) giving support at all home and away girls and boys basketball games. The full band plays at all home football games. The pep band plays at an equal number of boys and girls basketball games as <u>monitored by the school's athletic director.</u> The dance team performs at three home football games and at an equal number of boys and girls basketball games <u>as monitored by the school's athletic director.</u> The Title IX file contained an excellent

Publicity continued			set of written guidelines regarding parity in relation to the posting of athletic banners, awarding letters, bars, and trophies, and provision of post season banquets. The school's Athletic Hall of Fame is currently inactive. Information from the 2013-14 and 2014-15 annual Title IX reports indicate that the school was spending approximately \$22 per female athlete and \$24 per male athlete for awards.
Support Services	X		The 2001 Title IX school visit report deemed this benefit category <i>Satisfactory</i> . The 2009 report rated this category <i>Deficient</i> stating that interviews with coaches and school administrators gave different explanations of the methods of oversight of booster contributions that related to the provision of benefits. In addition, the school's data and calculations on the T-35 and T-36 forms appeared to be in error. According to school officials, there is one active athletic booster club at this time. The club supports the football program and houses all its funds in school accounts. Purchases by this booster club are monitored in the same manner as purchases made from other school accounts. The purchase order process is adhered to strictly. Interviews indicated that monitoring of expenditures for the provision of parity was taking place. The Internal Analysis Summary for the 2013-14 annual Title IX report shows that total athletic expenditures were within generally accepted parameters for the provision of parity on both a percentage and per athlete basis. The Internal Audit Summary for the 2014-15 annual Title IX report shows that 41% of athletic spending was for female athletes who made up 41% of participants and 59% was for male athletes who made up 59% of the participants or approximately \$661 per female athlete and \$660 per male athlete.
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities	NA		

and Services			
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:

- upgrades at the track facility;
- construction of concession stand and restrooms at the soccer field;
- construction of concession stand, press box, restrooms, and hitting facility at the softball field;
- efforts to increase publicity for female sports.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major deficiencies were designated as a result of the December 15, 2015 Title IX school visit.

There were a few “areas of concern” in relation to:

- insuring adherence to the school’s uniform review, rotation, and/or replacement plan (see *Equipment and Supplies* and *KHSAA Recommended Action*);
- insuring equivalence regarding the provision of accessibility to coaching (see *Coaching*).

7. KHSAA Recommended Action in relation to new deficiencies

Although no deficiencies were designated in the body of this report, it is requested that the following area of concern be addressed in an attempt to insure that equitable benefits are provided.

(Equipment and Supplies) On or before March 10, 2016, the school is to submit to KHSAA a copy of the uniform review, rotation, and/or replacement plan that is signed by all head coaches at the school, all members of the Gender Equity Review Committee, the school’s and the school district’s Title IX coordinators. These signatures signify both the knowledge and implementation of this plan by those whose names appear.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

The deficiency designated by the December 9, 2009 Title IX school visit report in the benefit category of ***Travel and Per Diem Allowances*** seems to have been addressed by the development and implementation of equitable regulations addressing the mode of transportation and the provision of per diem—meals and lodging—for student athletes. It also appears that the expenditures provided for this category the past two years are accurate and indicate the provision of parity.

The deficiency designated by the December 9, 2009 Title IX school visit report in the benefit category of ***Support Services*** appears to have been addressed by the evidence of oversight of athletic expenditures for the provision of parity. This oversight is reflected in the annual report audit summaries for the past two years.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Jeff Hurley, 1631 Springdale Dr., Owensboro, KY 42301
(270) 852-7300

District Level Title IX Coordinator: Mark Owens, 1622 Southeastern Pkwy. Owensboro, KY 42301
(270) 852-7000

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Shelby Jo Cecil	Student Athlete	(270) 852-7300
Andrew Hayden	Student Athlete	(270) 852-7300
John Biggs	Softball Coach	(270) 929-5782
David Sandifer	Girls Soccer	(270) 316-4277
Mark Owens	District Title IX Coordinator	(270) 852-7000
Jeff Hurley	Athletic Director	(270) 929-6655
Matt Mason	Principal	(270) 313-3096
Matt Brannon	Teacher/Coach	(270) 314-6225
Shannon Matthis	Teacher	(270) 485-4328
Steve Hayden	Parent	(270) 485-2888
Glynis Burgess	Athletic Secretary	(270) 302-1989
Tammy Hoffman	Bookkeeper	(270) 852-7300
Kathy Johnston	KHSAA	(859) 494-2509

10. Comments

No one from the community attended the Public Comments session. School officials were commended for the positive steps taken to address the disparities and deficiencies assessed by the previous Title IX school visit reports and for their thorough preparation for the recent school visit. The meeting was adjourned at 3:25 pm CST.