



## KHSAA TITLE IX RE-VISIT FINAL AUDIT REPORT

(For schools re-visited during the 2009-2010 school year)

School: **Doss High School**  
Prepared By: **Kathy Johnston**  
Date of Re-Visit: **March 15, 2010**  
Telephone Number of Reviewer: **(859) 299-5472**  
Reviewed By: **Darren Bilberry, Asst. Commissioner**

1. Completed Required Forms

Verification of Forms (Form GE-50) Yes  No

Participation Opportunities Summary Chart (Form T-70) Yes  No

Benefits Summary Charts (Forms T-71 & T-72) Yes  No

Benefits Publicity (Form T-73) Yes  No

Corrective Action Plan Summary Charts (Form T-74) 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: Based on information provided, it appears that Doss High School does not meet the standard for Test 1.

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: Based on information provided, it appears that Doss High School does not meet the standard for Test 2.

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:  
Based on the information provided, it appears that Doss High School does meet the standard for Test 3.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?

Yes  No

Comments:  
The most recent Student Interest Survey, given in January of 2009, showed an 85% return with students in grades 9-11 being surveyed.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	x		According to the data submitted, Doss High School conducted the Student Interest Survey, grades 9-11, with an 85% return. Viewed documentation of the yearly Corrective Action Plan shows a consistent effort by the school to encourage growth of female athletic participation.
Equipment and Supplies	x		Uniforms appeared to be of mid- to high quality and quantity for all sports. A written plan for purchase and rotation was evident. Expenditures reported appeared to be fair and equitable for all sports.
Scheduling of Games and Practice Time	x		Equitable, written plans were presented regarding scheduling of games and practice times. Competitive events for like sports showed parity and equality. Doss High School met the guideline for girls basketball prime time play. It appeared that practice and competitive facilities were assigned equally.
Travel and Per Diem Allowances	x		Based on interviews with administration it appears that transportation is provided for all athletic contests and to all practice facilities located off campus. The school does not have a written guideline for travel and per diem. (see KHSAA recommendation a.)
Coaching	x		Salary schedule viewed was equitable and number of coaching positions for like sports was equal. According to the data submitted, the ratio of athletes to coaches gave a slight advantage to the females. The accessibility of coaches to athletes appeared to be fair and equitable. The students interviewed were very positive about all coaches and their support for all athletes and teams.
Locker Rooms, Practice and Competitive Facilities	x		An assignment list for locker rooms, office space, and storage was viewed for all sports. All assignments appeared to be fair and equitable. Based on interviews with administration, it appears that there is an equitable and fair usage of facilities, however, no written plan for usage of facilities was evident. (see KHSAA recommendation b.) A locker room, specific to baseball, that is located at the field site may give a slight advantage benefit to the males.

Locker Rooms, Practice and Competitive Facilities Cont'd.			<p>(see KHSAA recommendation c.)</p> <p>The baseball and softball fields are located on campus, approximately 150-200 yards apart. Based on student interviews, it appears that, at times, softball games may be cancelled due to field conditions when baseball is able to play.</p> <p>Based on interviews with administration, this occurs due to poor drainage, as a result of recent additions to an adjacent property. It appears that the inability to use the softball field as a competitive facility may appear to give an advantage to the males.</p> <p>(see KHSAA recommendation d.)</p>
Medical and Training Facilities and Services	x		<p>The school does have a full time trainer that is accessible for all athletes and teams. The training room is well supplied and equipped with treatment and rehabilitation equipment. Physicals are provided for all athletes on two different dates.</p> <p>There was evidence of a written and posted weight room schedule. It appears that equal access is given to all sports.</p>
Publicity	x		<p>Based on interviews with administration, coaches and athletes, it appears that all teams and athletes are recognized through an awards night/banquet program. Budgeted amounts for award for all teams were evident and appeared to be fair and equitable. There was no evidence of a written plan for awards and recognition.</p> <p>(see KHSAA recommendation e.)</p>
Support Services	x		<p>There is one established booster group which supports all sports and evidence of a signed booster agreement. The administration has developed a process for financial institutional control as all monies fund raised are deposited in the school. It appears that a process for approval of fundraisers, purchases, and expenditures has been developed and put in place by the administration. Based on the data submitted, it appears that amounts allotted and spent for each sport are within the parameters and are done on a fair and equitable basis.</p> <p>There was evidence of a written plan for designated office space and storage for all sports.</p>
Athletic Scholarships	N/A		

Tutoring	N/A		
Housing and Dining Facilities and Services	N/A		
Recruitment of Student Athletes	N/A		

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

- softball field improvements – addition of dugouts and pressbox
- methods for increasing female participation

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There were no observed deficiencies, but the following recommendations should be addressed by the administration to insure consistent, equitable benefits:

- a. submit to the KHSAA, no later than May 15, a written guideline for travel and per diem
- b. submit to the KHSAA, no later than May 15, a written plan for facility usage
- c. submit to the KHSAA, no later than May 15, a corrective action plan of locker room use, specific to a female sport
- d. submit to the KHSAA, no later than May 15, a corrective action plan of softball field improvements
- e. submit to the KHSAA, no later than May 15, a written plan for awards and recognition to include, but not limited to, team awards, all-state individual and team recognition, and banner displays

7. KHSAA Recommended Action in relation to new deficiencies

N/A

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

## 9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Kevin Salyer, Athletic Director, 502-485-8754

District Level Title IX Coordinator: Cheryl Walker, 3332 Newburg Road, 502-485-3341

Name	Title	Telephone
Blair Coleman	Girls Basketball Head Coach	502-541-9705
Beth Burrows	Girls Volleyball/Softball Coach	270-307-3118
Taja Williams	Athlete	502-485-8239
Channel Baker	Athlete	502-614-0246
Kevin Salyer	Athletic Director	502-485-8754
John Bunting, Jr.	Asst. Principal	502-485-8239
Gary Lawson	KHSAA Auditor	502-875-3817
Kathy Johnston	KHSAA Auditor	502-494-2509

## 10. Comments

The administration of Doss High School was very well prepared and had all documents ready to view. Everyone was very helpful and responsive to the recommendations of the auditors.

No one attended the community public forum, scheduled for 5:00 pm. The audit team left Doss High School at 5:15 pm.

Tutoring	N/A		
Housing and Dining Facilities and Services	N/A		
Recruitment of Student Athletes	N/A		

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*Kathy,  
Please find  
Attached.  
Kevin*

7. KHSAA Recommended Action in relation to new deficiencies

N/A

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

## Doss High School Travel and Per Diem Guidelines

When teams travel to various games and/or tournaments, transportation to and from said events will be paid through the Athletic Department budget at no additional cost to the traveling team..

Accommodations, when staying over night or multiple nights, will be the responsibility of the traveling team. The necessary funds will have to be secured before approval may be granted for the trip.

Meals will also be funded by the traveling team, and shall be allotted for each member, coach, and support staff in the following increments:

Breakfast - \$5.00

Lunch - \$6.00

Dinner - \$7.00

When participating in KHSAA State Championships, accommodations and per diem will be funded from the Athletic Department budget and distributed as above.

\*GEC approval May 11, 2010

**Facility Usage Plan for All Seasons – Pending Inclement Weather**

**FALL**

**Lower Gym – Volleyball followed by Football**  
**Main Gym – Girls and Boys Soccer**  
**Small Gym – Cross Country**  
**Main Lobby – Cheer**  
**Large Cafeteria – Step Team**  
**Small Cafeteria - Dance**

**WINTER**

**Lower Gym – Boys Basketball, according to rotation plan of March 10, 2005**  
**Main Gym – Girls Basketball, according to rotation plan of March 10, 2005**  
**Small Gym – Wrestling**  
**Main Lobby – Cheer**  
**Large Cafeteria – Step Team**  
**Small Cafeteria - Dance**

**SPRING**

**Lower Gym – Softball**  
**Main Gym – Baseball**  
**Small Gym – Boys and Girls Tennis**  
**Main Lobby – Boys and Girls Track**

**\*GEC approval May 11, 2010**

**Locker Room Assignments -- Doss High School Magnet Career Academy  
(Revised)**

**Girls PE Locker Room**

Fall – Volleyball

Winter –

Spring – Softball, Girls Track

**Boys PE Locker Room**

Fall – Boys Soccer

Winter –

Spring – Boys Tennis

**Varsity Girls Locker Room**

Fall –

Winter – Girls Basketball

Spring –

**Varsity Boys Locker Room**

Fall – Visiting Football Teams

Winter – Boys Basketball

Spring – Boys Track

**Varsity Locker Room**

Fall – Boys Soccer

Winter – Wrestling

Spring – Baseball

**Lower Gym Locker Room**

Fall – Football

Winter – Wrestling

Spring – Football

\*GEC approval March 10, 2005

\*\*\*B and G Golf, B and G Cross Country dress at match or meet site.

\*Adapted and Revised April 13, 2010

\*\* GEC approval May 11, 2010



SCHOOL NAME          Doss High School         

**2009-2010 TITLE IX  
CORRECTIVE ACTION PLAN  
(FORM T-60)**

**DIRECTIONS:**

- For Column 1, indicate the intended area (Opportunities or Benefits) which needs corrective action in order to achieve gender equity. For Column 2, write the suggested change or activities that will correct the area in need of alteration. For Column 3, include the estimated completion date for the changes or activities.
- It is possible to attain compliance with Title IX and no longer need "corrective" action. However, the KHSAA strongly encourages compliant schools to identify items for improvement (Column 1), activities to accomplish the improvement (Column 2) and a timetable for completion (Column 3) that will strengthen the athletic program.
- You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April 15, 2010.

COLUMN 1 SPECIFIC ITEM FOR CORRECTION/ IMPROVEMENT	COLUMN 2 PLAN FOR SUGGESTED CHANGE	COLUMN 3 START DATE AND COMPLETION DATE OF CORRECTIVE ACTION
Provide Separate Dressing Room Facility for at least One Girls Athletic Team	Restructure the Locker Room Assignment Plan Or Build a New Girls Locker Room	Summer 2010
Correct Drainage Issues On Softball Field	Cut in A Drainage Pipe To Cut Off The Run Off From The Adjacent Parking Lot	Spring 2010
Female Participation	Recruit Within the Building Recruit from Feeder Schools	On-Going

*Chen Bantz*

Principal's Signature: \_\_\_\_\_ Date: April 1, 2010

## Written Plan for Recognition of Team and Individual Awards

### TEAMS

All District, Regional, and State Champions will have the year of their accomplishment added to the Sport and Gender specific banner in the Large gym. All trophies will be added to the trophy case, or display in the main lobby.

Regional Team champions will have Team photo added to collection Displayed in Lobby.

### INDIVIDUALS

Any team member receiving All-State honors will have their picture added to the others above the exit doors.

Lions Foundation KY.All-Star team members in Basketball will have their jerseys enshrined in the Lobby.

Parade All-American Football team members in Football will have their jerseys enshrined in the Lobby.

\*GEC approval May 11, 2010