



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

(For schools re-visited during the 2007-2008 school year)

School: **Eminence High School**
 Prepared By: **Jenny McCarty**
 Date of Re-Visit: **February 20, 2008**
 Telephone Number of Reviewer: **(502) 223-6965**
 Reviewed By: **Larry G. Boucher**

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)

X	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 data submitted by the school, it appears that the school has met the standard for Substantial Proportionality Test (T-1) during the 2006-2007 school years. Additional data provided by the school demonstrates that the school had met this standard for one of the previous two school years as well. It should be noted that in the form submitted by the school there were errors in recording data for 2004-2005 school years. When reviewing the annual report forms for 2004-2005, it was obvious that this data had been incorrectly copied. Auditors referred to the correct data provided by the school when this information was shared with the Gender Equity Review Committee.

- 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 the data submitted by the school, it appears that the school did not meet this standard for the school years 2006-007. Additional data provided by the school did indicate that the standard had been met for the pervious two school 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:

It appears, based on information obtained from the data submitted, and on site interviews of students and school personnel, those opportunities in the areas of students' interests and abilities are being offered for students at Eminence High school.

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

Comments:

The student survey is given to students 8-11. The school was commended for its' 100% return rate on the Interscholastic Athletics Student Survey.

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 by the school, it appears the school has met the standard for Test 1 two of the past three school years. The standard for Test 2 was met for the two years prior to 2006-2007. It does appear that the school has consistently met the standard for Test 3 from 2004-2007.
Equipment and Supplies	X		<p>The uniforms viewed during the re-visit indicated equivalence. The school has a written uniform rotation policy. Uniforms are supplied by the Eminence High School booster club for all sports that regularly field an athletic team. Even though the booster club supplies the uniforms, all uniform purchases are approved by the principal of the school.</p> <p>There is storage space available for equipment by all sports at the school. This space was limited but appeared to be equitable for all sports.</p>
Scheduling of Games and Practice Time	X		<p>All shared athletic facilities appeared to be used equally. The school has a written facility use schedule and practice schedule for athletics. The school's 2007-2008 schedules indicated the school met its prime date requirement. When reviewing the schedule it appeared that several girls' basketball games had an early start time. This made it appear that the girls' team was playing double headers and always playing first. School officials clarified the schedule by explaining to auditors that Eminence currently does not field a junior varsity girls' basketball team; therefore, the varsity game could begin earlier. School officials were reminded that a later start time was more conducive to fan attendance.</p> <p>The school did not have a schedule for the use of its weight facility. It appears students have equal access to the facility, based on the interviews with coaches, students, and school personnel. (See KHSAA recommendation)</p>

Travel and Per Diem Allowances	X		<p>The school does not have a written Travel and Per-Diem Policy. Currently meals are not provided by the school for athletic contests. The school does not provide for overnight travel and pay for cost associated with trips.</p> <p>Auditors did recommend that the school have guidelines in place in the event that the circumstances changed in regard to travel.</p> <p>(See KHSAA recommendation)</p>
Coaching	X		<p>During the original audit in 2001, the school was requested to submit a salary schedule for coaches to the KHSAA. In the review of the current salary schedule in the file, auditors could not determine the base salary for each coaching position. The school had a schedule with the salary for each coach, but not for the coaching position. (See KHSAA recommendation)</p> <p>The majority of coaches are employed on campus of the school. During the 2007-2008 school years, only one female held a coaching position at the school. The only female coach has resigned effective the end of this school year. School officials were encouraged to recruit more female coaches when possible.</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>During the original audit conducted in 2000-2001, the school had a deficiency in the area of competitive facilities and locker rooms. At the time of the original audit; the locker rooms, particularly the one assigned to female athletes, was considerably smaller and admittance to the weight room could only be gained by walking through a boys' locker - room.</p> <p>These deficiencies have been addressed in the corrective action plan since the audit. Upon review of these facilities, auditors could verify that these items of concern had been corrected. The weight room had been moved to another facility on campus. There were many new weight machines in this facility and there were various types that could be used by athletes of both genders. The former weight room currently houses the girls' basketball team and volleyball team. The area has been upgraded and is equal to the facility used by the males. The girls' track and girls' cross</p>

Locker Rooms, Practice and Competitive Facilities Cont'd.			<p>country team are also assigned to this facility. The baseball and softball fields are comparable; however, there was concern expressed that the lighting on the girls' softball field was not adequate. The Gender Equity Review Committee was asked to place this item on their corrective action plan and further investigate possible solutions to the lighting problem.</p>
Medical and Training Facilities and Services	X		<p>This was an area that was deficient in the original audit due to the prior weight room issues. The school does not employ a full time trainer and there is no medical training room on campus.</p>
Publicity	X		<p>There was evidence of schedule cards that included both boys and girls sports teams that were equivalent. Student athletes interviewed felt that all teams were supported by the administration. Pep rallies recognized athletes of all sports. Cheerleaders are assigned to games equitably.</p> <p>The school has in place a written award policy for individual awards. There were no written guidelines in place for the placement of banners or other types of recognition. (See KHSAA recommendation)</p>
Support Services	X		<p>Eminence High School has one booster club that functions primarily to fund the purchase of uniforms for the school. There is no written booster club agreement; however, there are written guidelines for the function and requirements of the organization.</p> <p>The majority of head coaches are employed by the school and share office space or use their classrooms. There was no assigned office space for the volleyball coach who was not employed on campus during the 2007 volleyball season. Auditors recommended that space be made available for the coach of that sport as well.</p>

Athletic Scholarships	n/a		
Tutoring			The Extended School Services program is offered to all students.
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)

The Corrective Action Plans written by Eminence High School have resulted in the following completed actions:

- The addition of a new weight room on campus and the purchase of new weight equipment
- An improved and larger locker room for girls' basketball and volleyball programs.
- Improvements to the girls' softball field including new dugouts and backstop.
- A relationship established with a feeder program to increase participation in female athletics programs

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There were no new deficiencies observed but there are several areas of concern. The following actions are recommended to be taken by school officials.

1. Submit to the KSHAA, no later than **June 1, 2008**, a written policy for travel and per-diem.
2. Submit to the KHSAA with the **April 15, 2008** annual report a copy of the salary schedule for each coaching position.
3. Post a weight room schedule and make copies available to all coaches.
4. Expand the written athletic award policy so that it is inclusive for all types of awards (including banners) and recognition given by the school. Submit copy of award policy to KHSAA by **June 1, 2008**.

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: Donna McClamroch

District Level Title IX Coordinator: Donna McClamroch

Name	Title	Telephone
Lee Ann Armstrong	Booster Club President	502-758-1463
Carter Martin	Coach Basketball	502-845-5427
Kelli Hawkins	Student	502-845-6123
Craig Meadows	Student	502-845-2866
Donna McClamroch	Assistant Principal/AD	502-523-9194
Keith Blackburn	Coach Basketball	502-845-5427
Steve Frommeyer	Principal	502-845-5427
Donald Aldridge	Superintendent	502-845-4788
Mark Payton	Coach Baseball	502-845-5427
Dewayne Douglas	Coach Softball	502-845-8427
Darren Bilberry	Assistant Commissioner	859-299-5472
Gary W. Lawson	KHSAA Auditor	502-875-3817
Jenny McCarty	KHSAA Auditor	502-223-6965

9. Comments

Auditors found the permanent Title IX file well organized and school personnel were most cooperative in facilitating the audit. The school should be commended for correcting the deficiencies that were found from the original audit in 2000-2001. It appears that Eminence High school is working diligently with the limited funds they have to ensure that the school is in compliance in regards to Title IX.

No one attended the public hearing that was held at 5:00.

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