



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

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

School: Fort Knox
 Prepared By: Gary W. Lawson
 Date of Re-Visit: January 26, 2016
 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
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, it appears the school has met the standard established by Test 1 for provision of athletic opportunities during two of the past three school years (2012-13 and 2014-15) and is currently meeting that standard. The T-1 form in the 2014-15 annual Title IX report shows that females made up 44.5% of the school's athletic participants, and they were 47.8% of the enrollment.

- 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 data submitted shows 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 the school has added two teams for female competition during the past five years. The addition of these teams has increased the percentage of participation for females by 15.6%.

- 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 responses and explanations submitted on the T-3 form give strong indication that the standard established for Test 3 for provision of athletic opportunities is currently being met. There are no indicated interests on the T-63 form in the 2013-14 annual Title IX report that are not being addressed by the school.

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

Comments: The T-63 form in the 2013-14 annual Title IX report shows that a 97% 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 April 2, 2001 and the February 26, 2010 Title IX school visit reports rate this category <i>Satisfactory</i>. A review of the annual Title IX reports for the past three years indicates that the standards established by both Tests 1 and 3 for provision of athletic opportunities are being met. In regard to Test 1, the 2014-15 annual Title IX report shows that the percentage of participation is within the required three percent of the percentage of enrollment for female athletes. The T-3 form gives strong indication that all indicated athletic interests are being addressed. (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, an 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, a school-generated athletic handbook for student athletes, written constitution and by-laws for all athletic booster clubs, facilities usage schedules for the gym and weight training room (see <i>Medical and Training Facilities and Services</i> and <i>KHSAA Recommended Action</i>), written guidelines regarding awards and recognition of athletic accomplishments, a written designation of the locker room and athletic equipment storage space assigned each team, minutes for all Gender Equity Review Committee meetings held the past three years, a written record of uniform purchases and the estimated "life expectancy" of those uniforms (see <i>Equipment and Supplies</i> and <i>KHSAA Recommended Action</i>), written regulations for the provision of travel and per diem (see <i>Travel and Per Diem Allowances</i> and <i>KHSAA Recommended Action</i>), and a copy of the school's Athletic</p>

Accommodation of Interests and Abilities continued			Facility Emergency Medical Plan (KRS. 160.445). School officials were commended for the development and maintenance of a comprehensive and well organized Title IX file.
Equipment and Supplies	X		The 2001 Title I school visit report rated this benefit category <i>Satisfactory</i> . The report requested that a written uniform review, rotation, and/or replacement plan be developed. The 2010 report also rated this category <i>Satisfactory</i> and documented that the school had a written uniform review plan based on a three to four year cycle of rotation. The most recent visit revealed that the school had a record of uniform purchases along with an estimated "life expectancy" for the uniforms. This document does not provide evidence of an equitable cycle of uniform review and/or rotation. (See <i>KHSAA Recommended Action</i> .) All uniforms and equipment reviewed during the visit was of mid-to-high quality and appeared to be supplied in equitable quantities. According to information submitted in the 2013-14 and 2014-15 annual Title IX reports, the school was spending approximately \$120 per female athlete and \$172 per male athlete for equipment and supplies.
Scheduling of Games and Practice Time	X		Both the previous Title IX school visit reports deemed this benefit category <i>Satisfactory</i> . According to information provided during the most recent visit, the number of competitive events scheduled for teams of "like" sports was comparable. The Title IX file contained facility usage schedules for the gym and weight training room showing parity for the two venues that are shared by both genders. The scheduling of athletic events during the most optimal playing times was discussed with school officials who were commended for the provision of parity regarding this benefit.
Travel and Per Diem Allowances	X		The 2001 and 2010 Title IX school visit reports both rated this benefit category <i>Satisfactory</i> . Written guidelines addressing the mode of transportation and the provision of meals and lodging for student athletes were found in the Title IX file. These regulations did not

Travel and Per Diem Allowances continued			specifically describe how equity was to be achieved in relation to meals and lodging. (See <i>KHSAA Recommended Action</i> .) The data submitted in the 2013-14 and 2014-15 annual Title IX reports indicate that approximately \$119 per female athlete and \$117 per male athlete was spent for travel and per diem.
Coaching	X		<p>The 2001 Title IX school visit report designated this benefit category <i>Deficient</i> based on the following information.</p> <ul style="list-style-type: none"> • There was a disparity when the compensation for the girls' softball coach was compared to that for the boys' baseball coach. • The male teams had an advantage in relation to coaching accessibility (number of on-campus coaches). <p>The 2010 school visit report rated this benefit category <i>Satisfactory</i> and documented that the extra service pay schedule for coaches was equitable, and the percentage of on-campus coaches also showed parity. Information gathered during the most recent visit indicated that the school's principal is responsible for the evaluation of all head coaches. A written instrument is not currently used as part of this process. A review of the school's extra service pay schedule for coaches again showed parity. The most recent T-35 form shows that the total amounts spent for coaching salaries for teams of "like" sports indicates relative parity. Information in the 2014-15 annual Title IX report reveals that the coaching ratio for female athletes is one coach per ten participants and the ratio for male athletes is one coach per 13 participants. It was learned during the most recent visit that 56% (5/9) of the head coaches of girls' teams and 60% (6/10) of the head coaches of boys' teams are on-campus employees.</p>
Locker Room, Practice and Competitive Facilities	X		This benefit category was deemed <i>Satisfactory</i> by the two earlier school visit reports. The 2010 report documented that there was a disparity in the amenities at the softball field compared to those at the baseball field. A plan

Locker Room, Practice and Competitive Facilities continued			<p>was in place at that time to upgrade the softball field. The tour of facilities during the most recent visit revealed that a new softball facility has been constructed which has excellent amenities for the student athletes. There is also a locker room adjacent to the field. This upgrade now seems to make the softball facility slightly superior to the baseball field. All the other competitive and practice facilities reviewed during the most recent visit seemed to show parity. Both the locker rooms and equipment storage facilities appear to be shared and assigned on an equitable basis. It should be noted that the outdoor hitting cage for the softball team that was recommended in the 2010 report has been completed. School officials were commended for the progress that has been made within this benefit category.</p>
Medical and Training Facilities and Services	X		<p>The 2001 Title IX school visit report rated this benefit category <i>Satisfactory</i>, but did suggest that a usage schedule showing equitable access to the weight training room be developed and posted at the facility. The 2010 report also deemed the category <i>Satisfactory</i> and documented that the weight room schedule had been developed and posted as requested. The most recent visit revealed that the school has a large and very well equipped weight training room. This venue houses numerous training options that seem suitable for female athletes. There was an equitable usage schedule in the Title IX file, but it was <u>not</u> posted at the facility. The reason given for this is the fact that there is currently little, if any, use of the weight room by any school sponsored teams. Evidence gathered during the visit indicated that the facility is used on a limited bases by the girls and boys track teams and the baseball team. It was suggested that school officials encourage students to use this venue. It was also pointed out that if any teams share this training area, an equitable usage schedule should be posted. (See <i>KHSAA Recommended Action</i>.) No athletic trainer services are provided for athletes at the school, but every practice and competitive facility is within five minutes of the post hospital. Free physical examinations are</p>

			provided for student athletes at the post hospital.
Publicity	X		Both the previous Title IX school visit reports designated this benefit category <i>Satisfactory</i> . The school currently sponsors two cheerleading squads (varsity football and varsity basketball). The method of selection of these squads seems to be equitable in terms of the quality of support. The varsity football squad cheers at all home and away football games as well as all post season contests. The varsity basketball squad cheers at all home games, away games versus district opponents, and all post season games for both the boys and girls basketball teams. The pep band performs at selected home football games and at an equal number of home boys and girls basketball games as monitored for parity by the athletic director. The Title IX file contained guidelines calling for equitable provision of letters, bars, athletic awards, and post season banquets. The school has no banners posted for athletic recognition, and there is no athletic hall of fame at this time. According to the data submitted in the 2013-14 and 2014-15 annual Title IX reports, the school was spending approximately \$30 per female athlete and \$25 per male athlete for awards.
Support Services	X		The 2001 and 2010 Title IX school visit reports rated this benefit category <i>Satisfactory</i> . The school currently has booster clubs serving all school sponsored athletic teams except boys and girls' golf, boys and girls cross country, and boys and girls tennis. These booster clubs all house their funds outside of school accounts. In an attempt to insure provision of equitable benefits, <u>the athletic director is responsible for approving all booster purchases.</u> It was strongly recommended that this requirement become a part of all booster club constitutions and by-laws. A review of athletic spending over a two-year period (2013-14 and 2014-15) shows that expenditures appear to be within generally acceptable parameters for the provision of parity on both a percentage and a per athlete basis. When the expenditures are averaged for the past two years, the school was spending

			approximately \$621 per female athlete and \$676 per male athlete for total support.
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:

- renovation of the concession stand in the gym;
- a new lighting system for the tennis courts;
- renovation of the long jump area for track.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major deficiencies were designated as a result of the January 26, 2016 Title IX school visit.

The report does list a few **areas of concern** in relation to:

- development of a comprehensive uniform review, rotation, and/or replacement plan (see **Equipment and Supplies** and *KHSAA Recommended Action*);
- development of equitable regulations for the provision of per diem (meals and lodging) for student athletes (see **Travel and Per Diem Allowances** and *KHSAA Recommended Action*);
- encouraging use of the weight training room and posting of an equitable usage schedule at this facility (see **Medical and Training Facilities and Services** and *KHSAA Recommended Action*).

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 areas of concern be addressed in an attempt to insure that equitable benefits continue to be provided.

(Equipment and Supplies) On or before April 11, 2016, the school is to submit to KHSAA a written uniform review, rotation, and/or replacement plan which shows a full cycle of rotation for all school sponsored teams.

(Travel and Per Diem Allowances) On or before April 11, 2016, the school is to submit to KHSAA an expansion of the current written guidelines for Travel and Per Diem which addresses equitable provision of meals and lodging for student athletes.

(Medical and Training Facilities and Services) On or before April 11, 2016, the school is to submit to KHSAA a picture of the posted usage schedule for the weight training room. A copy of this usage schedule is also to be submitted to KHSAA. The submitted schedule should be signed by the head coaches of all school sponsored teams.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were assessed as a result of the February 26, 2010 Title IX school visit.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Jackie Prather, 266 Maine St., Ft. Knox, KY 40121
(502) 624-5332

District Level Title IX Coordinator: Jackie Prather, 266 Maine St., Ft. Knox, KY 40121
(502) 624-5332

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Breanna DeCriscio	Student Athlete	(502) 624-5332
Ramon R. Rodriguez	Volleyball Coach	(502) 624-7030
Garland Knott	Cross Country Coach	(502) 624-7030
Todd Curkendall	Principal	(502) 624-7030
Luis Manuel Dominquez	Assistant Principal	(502) 624-7030
Jackie Prather	Athletic Director	(502) 624-7030
Deborah Hibberd	Staff Member	(502) 624-6647

10. Comments

No one from the community attended the Public Comments session. The school's athletic director was commended for the thorough preparation for the school visit. The meeting was adjourned at 3:15 pm EST.