



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

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

School: Franklin Simpson High School
 Prepared By: Barbara Kok
 Date of Re-Visit: December 1, 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 data and reports submitted for the years 2012-2015, it appears that Franklin Simpson High School does not meet the standards of Test 1 for the provision of athletic opportunities.

- 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 and reports submitted for the years 2012-2015, it appears that Franklin Simpson High School does not meet the standard of Test 2 for the provision of athletic opportunities.

- 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:

According to the data and information submitted for the years 2012-2015, it appears that Franklin Simpson has met the standard for Test 3 for the provision of athletic opportunities.

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

Comments:

According to the information submitted, the most recent Student Interest Survey was conducted during the 2013-2014 school year. Students in grade 8 thru 11 were surveyed with a return rate of 81.4%.

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 information submitted on the 2013-2014 Student Interest Survey, students in grades 8-11 were surveyed with a return rate of 81.4%. Franklin Simpson currently offers 16 sport level opportunities for males and 13 sport opportunities for females. The Student Interest Survey to be conducted this school year may be cause for reevaluation and the addition of KHSAA sport offerings.
Equipment and Supplies	X		Uniforms viewed appeared to be of high quality and equivalent in quantity. There was written evidence of a uniform review/replacement plan in place that showed parity for all sports. (4 yr) All other equipment viewed appears to be equivalent in quality and available for equitable access. A two-year average of expenditures for equipment and supplies shows approximately \$378 spent per male athlete and \$288 spent per female. <u><i>This amount per athlete favors the male athletes and should be monitored by the Gender Equity Committee to ensure equity and parity for all athletes.</i></u>
Scheduling of Games and Practice Time	X		Written plan regarding the scheduling of games and practice times presented appear to be equitable. There was written evidence showing access and use of shared facilities (indoor hitting facility and two gymnasiums).
Travel and Per Diem Allowances		X	There was no Travel and Per Diem policy included in the Title IX file. Coaches and athletes interviewed did indicate overnight trips both in state and out-of-state have been taken. The Principal stated there was a Board policy for travel but it was not included in the Title IX file. <u>See KHSAA recommended action. (a)</u>
Coaching			A school board approved salary schedule for coaches was present and showed parity and

	X		equivalence for all coaching positions. More than 50% of head coaches are on campus. The current ration of coach to athlete is 1:13 for male and 1:12 for female athletes.
Locker Room, Practice and Competitive Facilities	X		<p>There was written evidence of locker room assignments that was not inclusive of all sport teams. It is important to provide athletes a safe and secure place to dress and store their items. <u>The Gender Equity Committee should revise the policy to include boys/girls soccer, boy/girls track and boys/girls cross –country to ensure equity.</u></p> <p>All practice and competitive facilities on campus are well maintained and appear to be equitable in amenities. (Soccer, softball, baseball, football, track, and cross country) The girls/boys basketball teams rotate between two gymnasiums. The volleyball team opts to use only the new gymnasium. The archery team practices in the old gym and cafeteria.</p> <p>Off campus athletic venues include: Golf-Kenny Perry Country Club Tennis-Jim Roberts Community Park Swimming-Western Kentucky University</p>
Medical and Training Facilities and Services	X		<p>Franklin Simpson has two weight rooms that appear to be accessible to all athletes and equipped with excellent and gender appropriate equipment. The strength and conditioning coach on staff is available to provide program development appropriate for each individual sport team.</p> <p>An athletic trainer is contracted through Total Fitness Connection and provides services every afternoon after school. The trainer attends all home games for football, girls/boys soccer, and girls/boys basketball.</p> <p>Emergency plans for all athletic venues were present.</p>
Publicity		X	Franklin Simpson has one cheerleading squad that cheers for all home football and girls/boys basketball games and all district games. The band and dance team are required by the athletic director to perform at all home games.

			<p>There was no written policy viewed for awards/ recognition. There was no written evidence for the provision and criteria of banners on display or retired jerseys. Interviews with athletes and coaches indicate that post-season banquets were held for all sports and individual awards were given.</p> <p><u>See KHSAA recommended action (b)</u></p> <p>The total expenditure for the benefit area of awards could not be adequately determined due to more than 50% of teams reporting "\$0" on the annual report.</p> <p><u>See KHSAA recommended action (c)</u></p>
Support Services	X		<p>Assignment of office space for coaches appeared to be equitable.</p> <p>All sport teams at Franklin Simpson have Booster Clubs. There were no signed agreements in place that would provide for administrative oversight to ensure equity in expenditures. Overall spending for a two-year period appears to favor male athletes. <u><i>It is recommended the Administration and Gender Equity Committee monitor reporting of expenditures to ensure equity and parity.</i></u></p>
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)

New uniforms were purchased for the volleyball team.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There was no written policy regarding Travel and Per Diem in the Title IX file. Coaches and athletes interviewed indicated teams have taken out-of-state trips.

There was no written policy regarding Awards/Recognition in the Title IX file. It was difficult to make an accurate assessment of expenditures due to more than 50% of sport teams reporting "\$0" on the 2014-15 Annual Report in this area.

Although no deficiencies awarded, it is strongly recommended the Athletic Director and Administrators develop a procedure to monitor expenditures of the Booster Clubs to provide administrative oversight that ensures equity and parity.

6. KHSAA Recommended Action in relation to new deficiencies

a). Upon receipt of this report, please submit to the KHSAA no later than **February 29, 2016** a written Travel and Per Diem policy developed by school administrators along with the Gender Equity Committee that ensures parity for all. This policy should contain information for:

1. **MODE** of transportation (school bus, van, charter bus, i.e.),
2. **PER DIEM**. Parameters for meal provision may be based on cost per meal or a total dollar amount for the day.
3. **HOUSING** for overnight stay. Parameters should include number of athletes per room and an estimated range of cost.

b). Upon receipt of this report, please submit to the KHSAA no later than **February 29, 2016**, guidelines for Awards Recognition/Display developed by school administrators along with the Gender Equity Committee. These guidelines should include post-season banquets, banners, and individual awards and letters. Criteria for retired jerseys and pictures on display should be included.

c). Upon receipt of this report, please submit to the KHSAA no later than **February 29, 2016** a method for obtaining expenditures from all Booster Clubs for post-season celebrations and awards that is accurate.

7. KHSAA Recommended Action in relation to reoccurring deficiencies

There are no reoccurring deficiencies.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: David Clark

District Level Title IX Coordinator: Joey Kilburn

Name	Title	Telephone
Matthew Wilhite	Softball/Boys' Golf Coach	270-776-1921
Alison Raymer	Volleyball Coach	270-776-1921
Maddie Alexander	Student Athlete	270-776-1912
Sam Blackwell	Student Athlete	270-776-1921
Tim Schlosser	Principal	270-586-3273
David Clark	Title IX Coordinator Girls' Basketball Coach	270-776-2414
Joey Kilburn	Athletic Director	270-586-3273
Kelli Haney	Booster Parent Football	270-586-0075
Dennis Anderson	Girls' Soccer Coach	270-776-6213
Darla Knight	Booster Parent Softball	270-776-0427
Scott Chaney	Booster Softball	270-776-7191
Kathy Johnston	KHSAA	859-494-2509
Barbara Kok	KHSAA	859-361-2044

10. Comments

The Title IX file was incomplete due to the transition of a new Athletic Director. Auditors instructed school personnel to include a written copy of the minutes, sign-in sheets, and meeting agendas for all further Equity Committee meetings. New policies and guidelines established by the committee should also be included in the Title IX file.

It is recommended the Athletic Director attend the KHSAA workshop held each fall. Accurate reporting on the Annual Report (rosters and expenditures) is essential in establishing compliance to standards of Title IX.

Franklin Simpson is to be commended for maintaining excellent facilities and programs that serve the needs of their athletes. School administrators were very receptive to all comments from the audit team.

No one attended the public forum held at 3:00 pm.