



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

(For schools re-visited during the 2004-2005 school year)

School: **Lawrence County High School**
Reviewed By: **Gary W. Lawson**
Date of Re-Visit: **November 4, 2004**
Telephone Number of Reviewer: **(502) 875-3817**

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
X	B	History and Continuing Practice Of Programs Expansion
	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 provided by school personnel, Lawrence County High School has met the standard established in this test in school years 2002-2003 and 2003-2004.

- 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 school is currently meeting the standard established in this test according to the calculations shown.

- 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 documentation supplied by school personnel indicated Lawrence County High School met the standard established in this test during the 2001-2002 and 2002-2003 school years, but not in the 2003-2004 school year. The school re-visit raised some questions as to the degree to which the school has pursued the athletic interests expressed on the student survey. There is no current evidence to suggest the interests have been addressed.

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

Comments: Documentation would indicate that the student body has been properly surveyed.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>According to data and calculations provided to the KHSAA, the school met the standard in Test #3 in 2001-2002; met the standards in Tests #1 and 3 in 2002-2003; and Tests #1 and 2 in 2003-2004. Although the standards of these tests appear to be met and no deficiency is assigned in this area, <u>there continues to be problems with proper documentation by school officials.</u> During the March 10, 2003 KHSAA visit, officials found <u>no</u> minutes from Gender Equity Review Committee meetings. The audit report from that visit requested that required Gender Equity Committee meeting minutes be kept. The re-visit showed minutes from only <u>one</u> recent meeting since <u>March 10, 2003.</u> The audit report of March 10, 2003 also requested that <u>numerous</u> forms be corrected in the school file. Although there is some indication that these files have been corrected, they have <u>not</u> been placed correctly in the school file. Documentation also indicates that the school re-visit summary <u>was not</u> shared with the Equity Committee as requested. Much of the time during the original visit was used to explain proper administrative procedures. The re-visit revealed that, for the most part, these procedures have not been followed (See KHSAA Recommended Action).</p>

<p>Equipment and Supplies</p>	<p>X</p>	<p>Although the school visit again indicated that adequate uniforms and equipment are provided, school documentation and accounting does not support equity in this area. Expenditures listed by the school for equipment and supplies on the April 15, 2004 submittal to KHSAA show that \$280 more is spent on each male athlete than each female athlete. The benefits summary provided by the school for the re-visit does not match the numbers on the April 15, 2004 submittal. Re-visit interviews with school officials failed to verify that either document is correct (See KHSAA Recommended Action). The school's Athletic Director has developed a uniform rotation plan, but interviews with school officials, students, and the Gender Equity Review Committee indicated confusion as to whether or not booster clubs purchased uniforms for teams before their turn came up on the rotation schedule. The school re-visit also showed an inequity in the provision of athletic storage space for female teams (See KHSAA Recommended Action).</p>
<p>Scheduling of Games and Practice Time</p>	<p>X</p>	<p>Prime time scheduling was discussed. The original school visit showed a deficiency in this area primarily due to lack of prime time games for girls' basketball and poor school documentation. The school continued to fail to meet prime time requirements during the 2003-2004 basketball season (Refer to warning letter dated January 21, 2004, from KHSAA to the Principal of Lawrence County High School). A review of the school's 2004-2005 basketball schedules revealed that 46% of the girls' home basketball games are scheduled during prime time and 60% of the boys' home basketball games are to be in prime time. This meets the current standards as established by KHSAA and shows improvement by the school in this area. School officials were encouraged to continue to annually meet the standards in this regard.</p>

Travel and Per Diem Allowances	X		<p>The school re-visit and available documentation indicated some funding equivalence in the area of travel allotments. The audit report of March, 2003, requested that school officials develop some type of equitable meal allotment plan. During the school re-visit <u>no indication of administrative follow up in this matter could be found.</u></p>
Coaching	X		<p>Coaching salaries on the salary schedule provided appear equitable. Current documentation indicates that 43% of the girls' head coaches are employed off-campus compared with 25% of the boys' head coaches. School officials were encouraged to promote increased equivalence in this area.</p>
Locker Rooms, Practice and Competitive Facilities		X	<p>This area continues to be deficient because projects at the school have continued the disparity between benefits provided the baseball program and those going to the softball program. The school has installed lights and provided the required fence maintenance at the softball field. They are also providing a dressing area for girls' softball. A facility has been constructed adjacent to the baseball field which houses an office, a very nice baseball dressing area, and a batting cage. School officials appeared <u>not</u> to have assigned a dressing area for every team as requested by the audit report of March, 2003. Neither the softball nor volleyball teams appeared to have a designated area to store supplies or a designated office space. KHSAA officials were told that all other sports were provided these benefits. There appears to be a continued need to correct the drainage problem on the softball infield (See KHSAA Recommended Action). Although not an equity issue at this time, the school's track is in dire need of upgrading.</p>

Medical and Training Facilities and Services		X	<p>The school has added a new weight room since the original school visit. There appears to be plenty of weight training equipment for all the school's athletes. Discussions with school officials indicated there is confusion about who schedules the weight room and which athletes may use it. The March, 2003 audit report requested that the school have a posted weight training schedule to be followed by all the teams at the school. The school re-visit did not reveal any evidence that this request has been implemented (See KHSAA Recommended Action).</p>
Publicity	X		<p>This area was designated as deficient in the March, 2003 report due to the school's failure to provide accurate information to KHSAA, and the apparent inequity in the selection process and the support provided by the school's cheerleaders. The school has provided documentation that the selection process has changed and provision for equitable assignment of cheerleaders is being implemented. Interviews with school personnel and comments made during the public meeting indicate there are still significant problems with cheerleading at the school. However, these problems appear to be related more to communication and administration than gender equity.</p>
Support Services		X	<p>Again, the original visit indicated concern in this area of administrative oversight of booster clubs and the accuracy of school documentation in this area. The re-visit indicated that booster control is still a concern and possible source of inequity (See KHSAA Recommended Action).</p>
Athletic Scholarships	X		
Tutoring	X		

Housing and Dining Facilities and Services	X		
Recruitment of Student Athletes	X		

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

The school's most recent Corrective Action Plan calls for installation of lights at the softball field, provision of equitable support by the cheerleading squad, and pursuit of the indicated interest in girls' soccer.

6. **Observed Deficiencies in Overall Girls and Boys Athletics Programs**

The currently designated deficiencies at Lawrence County High School are related to the provision of inequitable benefits in the areas of equipment and supplies; locker rooms; practice and competitive facilities; medical and training facilities and services; and support services (See KHSAA Recommended Action).

7. **KHSAA Recommended Action in relation to new deficiencies:
(Equipment and Supplies)**

On or before **February 1, 2005**, school personnel shall submit to the KHSAA a new **Form T-71** (refer to KHSAA re-visit document). The equipment and supplies column (#5) should be filled out with correct figures for the 2003-2004 school year. This column should reflect actual expenditures from any and all sources.

On or before **February 1, 2005**, school personnel shall submit a letter to the KHSAA describing the actual policy for uniform purchases at the school. This letter is to include purchases by each source (i.e. school and/or booster clubs).

On or before **February 1, 2005**, school personnel are to submit a letter to the KHSAA describing the steps being taken to provide a storage area for athletic supplies for the softball and volleyball teams.

(Medical and Training Services)

On or before **February 1, 2005**, school personnel are to submit a letter to the KHSAA showing the usage plan for the new school weight room and batting facility. This letter is to be signed by the school's Athletic Director, Principal, and District Superintendent.

(Support Services)

On or before **February 1, 2005**, school personnel are to submit a written plan (agreement) outlining the school's administrative procedures and supervision regarding booster club spending. The plan should include, but not be limited to, how and when purchases are approved, a system for ensuring equity in purchasing supplies and equipment, and the designated line of communication with booster organizations. This letter is to be signed by both the school Principal and Athletic Director.

**8. KHSAA Recommended Action in relation to re-occurring deficiencies:
(Locker Rooms, Practice and Competitive Facilities)**

On or before **February 1, 2005**, school personnel are to submit to the KHSAA a letter giving detailed information relating to the steps being taken to upgrade the provision of benefits to the softball program. The letter should include, but not be limited to, the following:

- The completion data for the provision of new dugouts at the softball field (floors are already poured). The date of completion should be no later than **April 1, 2005**.
- The school plan for provision of a press box/storage area for softball supplies. The completion date for this should be no later than **December 30, 2005**. This letter is to be signed by the school Principal, Athletic Director, and District Superintendent.

On or before **February 1, 2005**, school personnel are to submit a letter to the KHSAA detailing how provision of office space and/or storage space will be provided to the volleyball program.

On or before **February 1, 2005**, school personnel are to submit a letter to the KHSAA listing the assigned dressing area for every sport currently offered at Lawrence County High School.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: John Baumgardner

District Level Title IX Coordinator: Thaniel Thacker

Name	Title	Telephone
Gary W. Lawson	KHSAA Audit Team	(502) 875-3817
Allen W. Jackson	KHSAA Audit Team	(859) 299-5472
Erin Evans	Girls Basketball Coach	(606) 638-1321
Megan Sammons	Student	(606) 673-4181
James Ellis	Youth Services Center	(606) 638-3690
Jody Cunningham	Teacher	(304) 736-8127
Randy Anderson	Teacher/Coach	(606) 638-9570
John Short	Coach	(606) 638-9635
John Baumgardner	Athletic Director	(606) 638-3329
Jeff May	Superintendent	(606) 638-9671

10. Comments:

It is further recommended by the KHSAA Audit Team that school officials go through the original March 10, 2003, audit report and make sure that all forms that were required to be corrected are corrected and placed properly in the Title IX file. Care should also be taken to remove any incorrect forms.

It is also recommended that an official of KHSAA visit Lawrence County High School between April 1 and April 15, 2005 to assess progress and/or completion in the following areas:

- **Title IX file** (i.e. Gender Equity Committee meeting minutes, facility usage schedules, dressing room assignments, policies and procedures for booster clubs, posting of athletic recognition, proper opportunities calculations, expenditure records, etc.)
- **Softball field** (progress made in the required upgrading)
- **Athletic facilities** (equity in sharing)
- **Office and storage space** (equitable provision)

Public Comments Session

Seventeen people from the school and community attended the public comment session. The meeting was adjourned at 6:10 p.m.