



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

(For schools re-visited during the 2011-2012 school year)

School: Leslie County High School
 Prepared By: Reba Woodall
 Date of Re-Visit: October 4, 2011
 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
- Corrective Action 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 submitted by Leslie County High School, it appears the school has not met the standard for Test 1, Test for Substantial Proportionality, during the 2010-2011 school year.

- 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 Leslie County High School, it appears the school has not met the standard for Test 2, Test of History and Continuing Practice of Programs Expansion, during the 2010-2011 school year.

- 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 submitted by Leslie County High School, it appears the school has met the standard for Test 3, Test for Full and Effective Accommodation of Interest and Abilities, during the 2010-2011 school year.

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

Comments: Leslie County High School offers five KHSAA sanctioned varsity sports for females and five for males. The 2009-2010 Student Interest Survey showed interest in some sports not offered. The school addressed the interest for two of the sports on form T-3 of the 2009-2010 and 2010-2011 Annual Reports. The return rate for the 2009-2010 Student Interest Survey was 90% which exceed the 80% requested by the KHSAA.

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 the information supplied by the school, Leslie County High School has met the standard for Test 3 during the 2010-2011 school year. During the Gender Equity Review Committee meeting of the Re-visit all three opportunities tests were discussed and the importance of meeting the standard for at least one test was emphasized. Documentation on form T-3 from the 2009-2010 and 2010-2011 Annual Reports showed investigation for future sport additions. This investigation and any other pertinent information should also be included on the T-60 form of the Annual Report. There will be a Student Interest Survey given in 2011-2012 and the school should closely review sanctioned sports that are not currently offered that have a large number of responses and follow up with a feasibility study. All efforts should be documented on the T-3 and T-60 Annual Report forms and included in the school's Permanent Title IX File. Elements of feasibility studies for adding sports were discussed at the Gender Equity Review Committee meeting during the Re-visit.</p> <p>The 2009-2010 Student Interest Survey had a return rate of 90%.</p> <p>The school's Permanent Title IX File was well organized and easy to understand. The school did not have a copy of the 2003-2004 Audit Report. A copy was made for them during the Re-visit. At the time of the Re-visit the school did not have any publications such as media guides, schedule cards or any booster club agreements.</p>
Equipment and Supplies		X	Review of the uniforms during the Re-visit showed equivalence for the male and female

			<p>team uniforms. All uniforms were good quality and in good condition. The school has a uniform review and replacement policy. The policy is on a four year rotation. The policy needs to be reviewed and rewritten showing equitable intervals of replacement. During the interview sessions it was determined the coaches were aware there was a policy but were uncertain about the particulars. It was also learned during the interviews that uniforms were being purchased more often than the policy allowed. The deficiency was given for the above reasons. Spending in this area should be reviewed each year by the School Administration and the Gender Equity Review Committee. The Athletic Director should closely watch all spending in this benefit area for equity. When reviewing the T-35 and T-36 Annual Report forms the major differences in spending occur in this area.</p>
Scheduling of Games and Practice Time	X		<p>The 2003-2004 Audit Report had a deficiency in this benefit category. This benefit area is no longer deficient.</p> <p>Prime dates and times were discussed during the Gender Equity Review Committee meeting. The changes for the 2011-2012 school year were reviewed. The school was in compliance for the 2010-2011 school year with 62.5% of girls' basketball games played on prime dates. A copy of the gym usage for boys and girls basketball is in the Permanent Title IX File. Although some teams do not share facilities, practice schedules should be maintained for all sports. Game schedules for like sports appeared to be equitable. The Athletic Director should monitor schedules for all sports for equity in number of games played per season. Copies of all game and practice schedules for each year should be kept in the Permanent Title IX File.</p>
Travel and Per	X		The 2003-2004 Audit Report had a deficiency

Diem Allowances			<p>in this benefit category. This benefit area is no longer deficient.</p> <p>The school now has a Travel and Per Diem policy. This policy should be reviewed and all Per Diem spending should be addressed, such as pre or post game meals at the school. All booster clubs should be made aware of this policy and be required to follow the policy. The Gender Equity Review Committee should review this every year.</p>
Coaching	X		<p>The school had a copy of the pay scale for coaches. Coaches are paid a flat rate per sport. At this time it appears the coaching salaries are equitable. There are three coaches of female teams and three coaches of male teams on campus. It appears the accessibility to coaches for athletes is adequate and equitable.</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>The 2003-2004 Audit Report had a deficiency in this benefit category. This benefit area is no longer deficient.</p> <p>The softball facility is equivalent to the baseball facility. The softball field has; block dugouts with safety fences, fence guarding, windscreen for a portion of the fence, scoreboard, lights, bleachers, use of a portable public address system, and portable toilets. There is storage for softball in the back of the home dugout and a separate storage building. The baseball facility has restrooms which are open during softball games and is in easy walking distance from the softball field. There are two outdoor batting cages, one for softball and one for baseball. The school is in the rotation to host the District and Regional Softball Tournaments. The school has a six lane track where all events are contested with the exception of pole vault. The cross country</p>

			<p>teams practice on campus and in the adjoining park. No cross country meets are held at home. There is one gymnasium where both boys and girls practice and play basketball and the volleyball team practices and plays matches. The football field appears to be in good condition. The storage areas for all sports seemed to be limited with softball appearing to have the most. The volleyball team has no area that can be locked, and the cross country teams had no storage. The school should address this overall need as soon as possible.</p> <p>The locker room situation has not improved since the 2003-2004 Audit Report. Some teams have been reassigned but this did not alleviate the problem. The school has three locker rooms being used. One for all girls' sports, one for football/boys track, and one for the other boys' sports. There are two locker rooms for physical education classes that could be used for some teams. They are small and have no areas the student athletes could lock their possessions. With some modification these could be helpful in improving equity in this area. During the Re-visit School Administration stated that there are plans to expand and add two new locker rooms. There was no documentation concerning this plan in the school's Permanent Title IX File. <u>This plan must be included on the T-60 form of the 2011-2012 Annual Report due April 15, 2012.</u></p>
--	--	--	---

Medical and Training Facilities and Services	X		<p>The 2003-2004 Audit Report had a deficiency in this benefit category. This benefit area is no longer deficient.</p> <p>The school has a part time trainer that is paid for by the Board of Education. The trainer is available after school and stays until the last practice/event is completed.</p>
--	---	--	--

			<p>The school has two weight rooms. One adjoins the football locker room. There is a door between the locker room and weight room which was a request on the 2003-2004 Audit Report. The school has added numerous weight machines that females can use. There were posters showing both females and males. The weight room usage schedule was posted and showed times for both male and female athletes. The weight room was very clean. The second weight room is off the gymnasium floor. It had a few weight machines, a few light weight dumbbells, ropes, and one treadmill. It was much smaller than the first room. It was clean and had appropriate posters. The usage schedule was posted. This weight room was also used as a locker room for cheerleaders. There were three sets of washers and dryers for the football and boys track teams, and one set for the basketball teams. When physicals are offered free to one boys' team this is an equity issue. Physicals should be provided on an equivalent basis for both male and female athletes.</p>
Publicity	X		<p>Leslie County High School has two cheerleading squads. One cheers for all football games. The second cheers for all home boys and girls' basketball games, all tournaments, and an equal number of away games. Two separate try outs are held and all females may try out for both teams. The pep band plays for all home games, and all post season tournament games. The school has policies for awards, banners, and banquets. When the school recognizes student athletes in any way there should be guidelines showing equity. The Coaches and the Gender Equity Review Committee should review these policies yearly. The school does not have any publicity items for any sports at this time. The school has an excellent coaches manual produced by the Athletic Director. There were excellent graphics and use of school colors in the school and at athletic facilities. Numerous trophies, banners and pictures were displayed. The school has a web site that includes</p>

			athletic information.
Support Services	X		<p>There were three offices for coaches. Two for coaches of male athletes and one for coaches of female athletes. The school should look at increasing the number of offices for all coaches on an equitable basis when possible. The spending reported on the T-35 and T-36 forms is evaluated over a two year period. The overall spending reported for 2009-2010 showed \$251 more spent per male athlete than female. Spending for 2010-2011 showed \$67 more spent per male athlete than female. This is an average of \$159 more per male. The school must continue striving to get the difference to \$100. Booster clubs were discussed in detail with School Administrators during the Re-visit. The school has a booster club for each sport. There are no written booster club agreements. All sports except football keep an in house account. The Bookkeeper, Athletic Director and Principal sign all purchase orders. The football boosters turn in required forms when requested. It is recommended that all booster clubs have a signed agreement each year and the agreements be kept in the school's Permanent Title IX File. It is also recommended that all purchasing be approved before spending occurs.</p>
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		

Recruitment of Student Athletes	NA		

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

The 2010-2011 Annual Report T-60 shows the following items: Continue monitoring T-35 and T-36 for discrepancies, Scheduling of contests equity, Prime date and time contest scheduling following guidelines, Teams keep following the current practice schedule, Continue helping inexperienced coaches, Provide coaches continuing education, Obtain funding for lights at the batting cages, Construction of a concession stand, bathroom, and storage facility at the football/track facility, Improve publicity for all sports, and Get a trainer.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

1. Equipment and Supplies: The uniform replacement policy is not being followed and the policy needs to be rewritten for equity and clarity.

7. KHSAA Recommended Action in relation to new deficiencies

1. Please submit to the KHSAA, no later than December 1, 2011 a copy of your new policy regarding a uniform replacement schedule for all teams that participate in athletics at your high school. A copy of this should be kept in the school's Permanent Title IX File.

2. The Athletic Director should have a coaches meeting and review the new policy with attention placed on booster clubs following the policy and the need for equity in all uniform purchasing. The Athletic Director should submit a copy of the meeting minutes and a copy of the attendance sign in sheet to the KHSAA no later than December 1, 2011.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

None

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Shannon Crisp

District Level Title IX Coordinator:

Name	Title	Telephone
Amber L. Melton	Softball Coach	606-672-2236
Elizabeth Hoard	Cheerleading Coach	606-672-2337
Mark Collett	Girls Basketball Coach	606-672-2337
David Lewis	Girls Track Coach	606-672-2337
Eddie Melton	Football Coach	606-672-2337
Daniel Day	Assistant Boys Basketball Coach	606-672-2337
Tim Sizemore	Boys Basketball Coach	606-672-1608
Lisa Wilson	Volleyball Coach	606-672-2397
Pam Cox	Volleyball Coach	606-672-2425
Shannon Crisp	Athletic Director – Title IX	606-672-2337
Kevin Gay	Principal	606-672-2337
Larry Sparks	Superintendent	606-672-2397
Gary W. Lawson	KHSAA	502-545-3393
Reba Woodall	KHSAA	859-299-5472

10. Comments

Leslie County High School received four deficiencies on the 2003-2004 Audit Report. Improvement has been made in all four of these areas therefore they are no longer deficient. There is still concern in the Locker Rooms, Practice and Competitive Facilities area and the Support Services area. The school received one deficiency in the area of Equipment and Supplies. The uniform policy was not based on equality and it apparently was not being followed.

When the KHSAA Audit team arrived, the school was well prepared with the Permanent Title IX File and the review of uniforms. School officials and students are very proud of Leslie County High School athletics.

A quorum was present for the Gender Equity Review Committee meeting.

No one from the community attended the Public Forum at 5 p.m.

The KHSAA Audit team left the school at 5 p.m.