



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

(For schools re-visited during the 2013-2014 school year)

School: Madison Central High School
Prepared By: Kathy Johnston
Date of Re-Visit: December 17, 2013
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 2010-2013, it appears that Madison Central High School does not meet the standard 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 2010-2013, it appears that Madison Central 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 reports submitted, it appears that Madison Central High School has met the standard of Test 3 for the provision of athletic opportunities. The most recent sport activities added have been archery and bowling for both girls and boys.

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

Comments: According to submitted reports, the most recent Student Interest Survey was administered during the 2011-2012 school year. Students in grades 9-11 were surveyed with a return rate of 88%.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	x		The most recent Student Interest Survey was administered during the 2011-2012 school year. Students in grades 9-11 were surveyed with a return rate of 88%. According to data submitted, there are currently eleven (11) varsity sports for females and twelve (12) varsity sports for males. Information submitted on the most recent T-3 form(s) supports the results from the Student Interest Survey with the addition of archery and bowling teams for girls and boys. School administration indicated the current pursuance of interest in bass fishing as an additional sport activity.
Equipment and Supplies	x		There was written evidence of a five (5) year uniform review plan for replacement and/or purchase. Viewed uniforms appeared to be of comparable high quality and equitable with regard to the quantity provided. Coaches interviewed were well aware of the uniform plan. All other viewed equipment appeared to be of high quality and available for equitable access.
Scheduling of Games and Practice Time	x		There was viewed evidence of all sport schedules that showed comparability and equity with regard to the number of competitive event opportunities provided. There was viewed evidence of equitable scheduling for the shared facilities of the two (2) gymnasiums, the soccer field, and the indoor hitting facility. Schedules, showing usage, were posted at each shared site.

Travel and Per Diem Allowances	x		<p>There was written evidence of a travel and per diem guideline that gave the provision for school bus transport to athletic events and meal allowance specifics on a per meal or daily basis. Although, administrative approval is required for all overnight trips, there were no cost parameters or specifics with regard to housing and/or lodging. Interviews with coaches indicated the use of charter buses for some athletic team transport.</p> <p>(see recommendation 6.a.)</p>
Coaching	x		<p>There was viewed evidence of a school approved salary schedule which showed overall equivalence in the base salary provided and comparable in the number of positions for the like sports. Coaching positions receiving extended employment days were equitable and comparable for the like sports. The approximate coach to athlete ratio, with regard to accessibility, is 10:1 for males and 13:1 for females. Based on received data, it appears that approximately 60% of the head coaches for female teams are located on-campus and 50% of the head coaches for the boys teams are on-campus. Interviews with administrators indicated that informal, verbal type, coaching evaluations are conducted by school administrator(s) for head and assistant coaches.</p> <p>(see recommendation 6.b.)</p>
Locker Rooms, Practice and Competitive Facilities	x		<p>There was written evidence of locker room assignment for all teams. All viewed locker rooms appeared to be equitable and with similar amenities. There was also written evidence of storage assignment for all teams. All locker rooms and storage areas were designated with signage on each door. All viewed facilities were excellent and well maintained. Off campus practice and competitive facilities include the Gibson Bay and Battlefield Golf Courses for boys and girls</p>

			<p>golf teams, the YMCA for boys and girls swim teams, and the Galaxy Bowling Lanes for the boys and girls bowling team. The boys and girls archery teams practice and compete at the Caudill Middle School (1.5 miles) and the boys and girls soccer team have an exclusive facility located at the Bellevue School site, one (1) mile from the high school.</p>
--	--	--	---

<p>Medical and Training Facilities and Services</p>	<p>x</p>		<p>There was evidence of two (2) weight rooms. One is located in the main building, near the gymnasium, and the other is located in a facility adjacent to the track/football complex. Both were well maintained, spacious, provided equitable access, and appropriate equipment for female use. Coaches interviewed expressed the need for more smaller weights and kettle bells for female use. Schedules showing usage were in the Title IX file and posted at each site. Interviews with coaches and athletes indicated use and access to both weight rooms. An athletic trainer is provided through a contract with KORT. The trainer is available on a daily basis and at all home events. A schedule giving contact information, availability and access is posted at the main training room site. There was written evidence of emergency action plans for all facility sites.</p> <p>(see recommendation 6.c.)</p>
<p>Publicity</p>	<p>x</p>		<p>There was written evidence of an awards guideline that provided the specifics for banner recognition and display, senior night recognition, and end-of-season banquet recognition for all teams. There were viewed program publications for girls and boys basketball, and football. There were published sports posters and schedule cards provided for all sports. There are two (2) cheerleading squads that provide support to football, boys and girls basketball home and away games. Interviews with students and administrators indicate that both squads provide equitable support to the boys and girls basketball teams.</p> <p>(see recommendation 6.d.)</p>

Support Services	x		An overall review of the expenditures shows that Madison Central High School has met the parameters, with regard to spending, both on a percentage and per athlete basis for, at least, the last three years. There was written evidence requiring administrative approval with regard to all fund raisers and expenditures. Interviews with administration indicate that there are currently three (3) outside booster accounts; wrestling, boys soccer, and baseball. All available office space appeared to be assigned equitably.
Athletic Scholarships			N/A
Tutoring			N/A
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)

- Schedule of weight room for equitable usage
- Addition of permanent softball fence
- Locker room improvement for softball, baseball, and others
- Booster club information and spending

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Although there are no observed deficiencies in the overall athletics program at Madison Central High School, the following recommendations should be addressed to ensure overall equivalence:

- a. Upon receipt of this report, the Gender Equity Committee is to review the current Travel and Per Diem guideline for expansion to include parameters for lodging/housing in regard to overnight stay and the provision for use of charter buses on athletic trips. A copy of this should be sent to the KHSAA by **February 15, 2014**.
- b. As competence of coaching is one of the items examined with regard to the Coaching Benefit area, it is recommended that the administrative staff develop a written tool to be used for evaluation and/or program review for all head and assistant coaches. Once established, this document should be shared with all coaches and a copy placed in the Title IX file. A copy of this should be sent to the KHSAA by **February 15, 2014**.
- c. Upon receipt of this report, the Gender Equity Committee is to review the current status of free weight equipment within each weight room and consider a plan for the inclusion of additional light weights and kettle bells, more accommodating for female use. A copy of this should be sent to the KHSAA by **February 15, 2014**.
- d. Upon receipt of this report, school administration should develop a plan of administrative oversight with regard to the equitable scheduling for all support groups. This should include, but not be limited to, varsity and junior varsity cheerleading squads, dance team, and pep band. The developed plan and a schedule showing overall equivalence should be placed in the Title IX file. A copy of this should be sent to the KHSAA by **February 15, 2014**.

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: Brandon Fritz – 859-625-6109

District Level Title IX Coordinator: Randy Neeley – 859-624-4500

Name	Title	Telephone
Madison Pergrem	Student Athlete	
Logan Baker	Student Athlete	
Demarcus George	Student Athlete	
Marita Kinley	Head Volleyball Coach	859-625-6109
Robert Cooksey	Head Girls Basketball Coach	859-893-2527
Brandon Fritz	Athletic Director	859-625-6109
Randy Neeley	Dir. Pupil Personnel	859-624-4500
Drew Muntz	Principal	859-625-6109
Phillip Todd Wilson	Asst. Principal	859-771-7124
Elizabeth Morrow	Asst. VB Coach / Parent	859-200-8133
Daniel Rogers	Head Softball Coach	859-661-7623
Larry Frakes	Parent	859-321-4393
Tristyn Nowlin	Student Athlete	859-582-4731
Kailey Boyer	Student Athlete	859-779-5454
Audrey Wade	Student Athlete	859-200-5097
Samantha Walczyk	Student Athlete	859-779-8032
Cindi Hazelwood	Parent	859-582-3502
Hannah Hazelwood	Student Athlete	859-248-4035

10. Comments

The administration was welcoming and well prepared for the visit. The Title IX file was well organized and complete. Interviews with coaches and student-athletes were very positive. The members of the Gender Equity Committee, School Administration and Staff of Madison Central appear to be very committed to ensuring overall equivalence with regard to the student-athletes and athletic program of Madison Central High School.

The public forum, scheduled for 3:00 pm, was held in the lecture room, located on the bottom floor from the gymnasium and auditorium. With no one in attendance, the audit team left Madison Central High School at approximately 3:15 pm.