



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

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

School: Marion County High School
 Prepared By: Kathy Johnston
 Date of Re-Visit: September 26, 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
- 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 and reports submitted for the years 2011-2013, it appears that Marion County High School has not met 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 2011-2013, it appears that Marion County High School has not met the standard of Test 1 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 for the years 2011-2013, it appears that Marion County High School has met the standard of 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 submitted reports, the most recent Student Interest Survey was administered during the 2011-2012 school year. Students in grades 8 – 11 were surveyed with a return rate of 81%.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	x		<p>The most recent Student Interest Survey was conducted during the 2011-2012 school year. Students in grades 8-11 were surveyed with a return rate of 81%. There are currently 16 sport level opportunities for females and 15 for males; nine (9) varsity sports each. Interviews with students and administration indicate possible addition of fishing, awaiting school board approval.</p>
Equipment and Supplies	x		<p>Uniforms viewed appeared to be of mid- to high quality and equitable with regard to the quantity provided. There was written evidence of a four (4) year uniform review and/or replacement plan in place. Coaches interviewed were well aware of the uniform plan. All other viewed equipment appeared to be of excellent quality and available for equitable access.</p>
Scheduling of Games and Practice Time	x		<p>There was viewed evidence of all the most recent athletic schedules which showed comparability for the number of competitive events provided and parity for the like sports. There was written evidence of a practice facility guideline regarding priority use but was not specific to particular sports.</p> <p>(see recommendation 6. a.)</p> <p>There was viewed evidence of equitable scheduling for the shared facility of the gymnasium. All schedules posted at the facility sites showed equitable use and access.</p>

Travel and Per Diem Allowances	x		<p>There was written evidence of a travel and per diem guideline that followed school board policy with regard to the approval and provision for overnight stay, and mode of transportation (school bus and charter). The travel guideline also included the specifics of a travel radius when scheduling particular competitive events. There was no written evidence that provided for the provision of meal allowance for games or overnight trips.</p> <p>(see recommendation 6. b.)</p>
Coaching	x		<p>There was viewed evidence of a school board approved salary schedule which showed overall equivalence in salary and parity in the number of positions for the like sports. The current athlete to coach ratio is 20:1 for males and 15:1 for females. The school is to be commended for its high percentage of on-campus coaches. Interviews with students indicated the opportunity for available access to all coaches.</p>
Locker Rooms, Practice and Competitive Facilities	x		<p>There was written evidence of locker room assignment for all sponsored teams. Viewed locker rooms appeared to be equitable and with similar amenities. All locker rooms were designated with appropriate signage at each entrance. There was also written evidence of storage assignment for all teams. All practice and competitive facilities are located on campus with the exception of golf and swimming. The golf team utilizes the Rosewood Golf Course and the swimming team the Lebanon Aquatic Center. The tennis team utilizes the four (4) tennis courts located on campus but also has access to eight (8) more courts located at the local Park. There</p>

			<p>was viewed evidence for the addition of a two (2)-tunnel enclosed batting cage facility to be located at the baseball and softball fields. All facilities are excellent and very well maintained. Interviews with students indicated usage of an available indoor hitting facility, located at the local park, that appears to provide shared access and usage by the softball and baseball teams.</p> <p>(see recommendation 6. c.)</p>
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<p>Medical and Training Facilities and Services</p>	<p>x</p>		<p>There was evidence of one (1) weight room located in the Fitness Center on the school campus. It is spacious, well maintained, and with appropriate equipment for female use. It provides equitable access and a schedule showing use and access was posted at the site. There is a weight lifting class available to students during the day. Interviews with administrators indicate a high percentage of athletes that take advantage of the class. Interviews with students and coaches indicate usage and access to the weight room. There is an Athletic Trainer that is available on a daily basis and at all home events. This is provided through a contract with KORT Services. There was also viewed evidence of emergency action plans for all athletic facilities, in the file and posted at each site.</p>
<p>Publicity</p>	<p>x</p>		<p>There was written evidence of an awards guideline that outlined the criteria for banner display for individual and team accomplishments. Interviews with students and coaches indicated end-of-season team recognition banquets, but there was no evidence of written support.</p> <p>(see recommendation 6. d.)</p> <p>There is one cheerleading squad that provides support to football, and boys/girls basketball. There was written evidence of a guideline that provides for administrative oversight in the scheduling of support groups.</p>

Support Services	x		An overall review of a two-year spending pattern shows that Marion County High School has met the acceptable parameters both on a percentage and per athlete spending basis. Interviews with coaches indicated knowledge of the procedure regarding the process and approval to purchase items. There was viewed evidence of available office space that 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)

- Re-surface track
- Add another volleyball assistant coach position

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Although there were no observed deficiencies in the overall athletics program at Marion County High, the following recommendations should be addressed to insure overall equivalence:

- a. Upon receipt of this report, the Gender Equity Committee should review the guideline regarding priority use for practice facilities and make it relevant to specific sports.
- b. Upon receipt of this report, the Gender Equity Committee should review the Travel and Per Diem guideline to include the provision and parameters for overnight stay (hotel) and meal allowance.
- c. Upon receipt of this report, the Gender Equity Committee should review the usage of the local park indoor hitting facility for baseball and softball. If this is a facility for team use, then a schedule should be developed, and posted at the site, that shows equivalent access and usage for the softball and baseball teams.
- d. Upon receipt of this report, the Gender Equity Committee should review the Awards guideline to include the provision for end-of-season team recognition (banquets, pot luck, picnics, etc.)

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: Robby Peterson

District Level Title IX Coordinator: Teresa Osbourn

Name	Title	Telephone
Joey Costello	Student Athlete	270-692-6066
Colleen Rakes	Student Athlete	270-692-6066
Anthony Epps	Football, Girls BKB Coach	270-692-6066
Devin Johnson	Girls Soccer Coach	270-692-6066
Teresa Osbourn	Personnel Director	270-692-3721
Robby Peterson	Athletic Director	270-692-6066
Mike Abell	Principal	270-692-6066
Helen Costello	Parent	270-692-6066
Theresa Rakes	Parent	270-692-6066

10. Comments

The administration was very welcoming and well prepared for the visit. The permanent Title IX file was well organized and complete.

Interviews with students and coaches were very positive. Everyone appeared to be well informed and knowledgeable of all procedures and guidelines. Members of the committee and administration are very committed to ensuring the overall equivalence in the areas of Opportunities and Benefits for the students at Marion County High School.

The public forum, scheduled for 3:00 pm was held in the school library. With no one in attendance, the audit team left Marion County High School at 3:15 pm.