

KHSAA TITLE IX RE-VISIT FINAL AUDIT REPORT

(For schools re-visited during the 2012-2013 school year)

School: McCreary County Central

Prepared By: Gary W. Lawson

Date of Re-Visit: February 12, 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)

X	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 data and information submitted, the school has met the standard established in Test 1 for provision of athletic opportunities during each of the past three school years. Past reports show close to a 50/50 split in participants by gender. School officials were alerted to the fact that it does appear that some of the team rosters submitted to KHSAA are incorrect.

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 data and information submitted on the T-2 forms indicated that the school has not met the standard established in Test 2 for provision of athletic opportunities during any of the past three school years. The 2011-12 annual report shows that one varsity team for females with approximately eight current participants has been added during the past five years.

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:

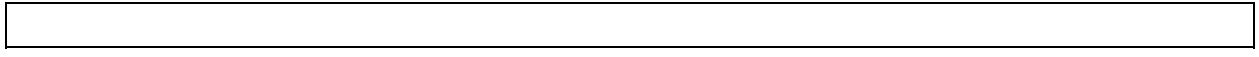
The documentation of steps taken to address the interest in girls track that was shown on the T-3 form make it likely that the standard established in Test 3 for provision of athletic opportunities is being met. In order to continue to meet this standard, the indicated interests in bass fishing (74 girls) and bowling (50 girls) must be pursued for validity.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?

Yes No

Comments:

Documentation on the T-63 form in the 2011-12 annual Title IX report shows that a 95% return rate was received on the most recent student athletic interest survey.



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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>Both the March 28, 2001 and the February 10, 2005 school visit reports rendered this category Deficient. At the time of both visits, it appeared that the school was not meeting the standards established in any of the three tests for provision of athletic opportunities. During the last three school years, the reports indicate that the school has made progress in this area. The data submitted has shown that the school has met the standards of both Test 1 and 3 for this three-year period. During the most recent visit, it was emphasized to school officials that the <u>team rosters submitted to KHSAA must be complete and correct</u> in order to make an accurate assessment of athletic opportunities. Also, in order to continue to meet the standard established in Test 3, the indicated interests in <u>bass fishing and bowling</u> must be addressed for validity and appropriate steps taken by the school on the basis of this investigation. The most recent Title IX school improvement plans were reviewed and were found to address relevant challenges and to have reasonable completion dates. The school's Title IX file was reviewed and found to contain the two previous Title IX school visit reports, annual reports for the past five years, a board-approved extra service pay schedule for coaches (see <i>Coaching</i>), a listing of the current members of the Gender Equity Review Committee, sample game schedules for all school sponsored sports, a written facility usage schedule for the gym, written guidelines regarding awards and recognition of athletic accomplishments, some written statements relating to provision of locker room and athletic storage space (see <i>Locker Rooms, Practice and Competitive Facilities and KHSAA Recommended Action</i>), written agendas and sign-in sheets for all Gender Equity Review Committee meetings held during the past three years. <u>Upon receipt of this report, the school should start keeping actual written minutes for all Gender Equity Review Committee meetings.</u> Also in the Title IX file was a written</p>

Accommodation of Interests and Abilities (continued)			listing of projected uniform purchases for the next four years (see <i>Equipment and Supplies</i>) and written guidelines relating to equitable provision of travel and per diem. School officials were encouraged to work toward the development of a comprehensive and functional Title IX file.'[
Equipment and Supplies	X		The 2001 Title IX school visit report rated this benefit category <i>Satisfactory</i> . A request was made that an equitable uniform review, rotation, and/or replacement plan be developed. The 2005 visit resulted in a <i>Deficient</i> rating due to the lack of a uniform review plan being developed since the original visit as well as a lack of a full and complete disclosure in regard to expenditures in this area. The most recent visit showed that a listing of uniform purchases had been developed. This listing appeared to show parity but did not show a full four-year cycle of rotation. UPON RECEIPT OF THIS REPORT, THE SCHOOL IS TO EXPAND ITS UNIFORM REVIEW/REPLACEMENT PLAN TO SHOW A FULL CYCLE OF ROTATION FOR ALL TEAMS. All uniforms and equipment inspected during the most recent visit were of high quality and, in total, seemed to be provided equitably. According to data submitted in the 2010-11 and 2011-12 annual reports, the school was spending approximately \$306 per female athlete and \$440 per male athlete for equipment and supplies. These amounts indicate that monitoring for provision of equity appears necessary within this benefit category. (See <i>Support Services</i> .)
Scheduling of Games and Practice Time	X		Both the 2001 and the 2005 school visit reports rated this benefit category <i>Satisfactory</i> . Information provided during the visit indicated that the number of competitive events scheduled for teams of "like" sports was comparable. The only two shared practice facilities were the gym and weight training room. An equitable usage schedule for the gym was found in the Title IX file and posted at the facility. The equitable usage of the weight training facility will be addressed in the <i>Medical and Training Facilities and Services</i> section of this report. The scheduling of athletic events

			during the most optimal playing times was discussed with school officials who were commended for the provision of parity in regard to this benefit.
Travel and Per Diem Allowances	X		Both the previous Title IX school visit reports rated this benefit category <i>Satisfactory</i> . The review of the school's Title IX file revealed that equitable written guidelines specifically addressed the mode of transportation and provision of meals and motel rooms. Interviews with coaches and student athletes gave some indication that these guidelines were being followed. According to the data submitted in the 2010-11 and 2011-12 annual reports, the school was spending approximately \$80 per female athlete and \$83 per male athlete for travel and per diem.
Coaching	X		Both the March, 2001 and the February, 2005 Title IX school visit reports rendered this benefit category <i>Satisfactory</i> . The data submitted in the 2011-12 annual report indicates that the total amounts expended for coaches' salaries for teams of "like" sports is comparable. A review of the district's extra service pay schedule showed overall parity. <u>It was suggested that the district look into the provision of parity in relation to paying extended employment days to coaches of female teams compared to coaches of male teams.</u> The information submitted on the T-35 and T-36 forms shows that the number of coaches provided for teams of "like" sports showed equivalence except possibly for volleyball which had only two coaches for three teams. Information received during the most recent visit showed that 71% of the head coaches of girls teams are off-campus employees while 57% of the head coaches of boys teams are employed off campus.
Locker Rooms, Practice and Competitive Facilities		X	Although both the 2001 and 2005 school visits reports rated this benefit category to be <i>Satisfactory</i> , the 2005 report requested that a plan be implemented for enclosure of the visitors' dugout at the girls softball field. This dugout was one of the disparities that existed

Locker Rooms, Practice and Competitive Facilities continued		<p>when the softball field was compared to the baseball field. The most recent visit revealed that no plan had been put in place to enclose the softball dugout and the other disparities that existed in 2005 were still evident. Improvements had been made at the softball field since the last visit (new fence and press box), but the amenities at the baseball field including a large dressing room and coaches' office and public restrooms adjacent to the playing field are still there. Although the softball players are provided these amenities, they are of lesser quality and are farther away from the playing field. These continued disparities along with the failure of the school to act on the 2005 request, render this benefit category <i>Deficient</i>. (See <i>KHSAA Recommended Action</i>.) The school's listing of available locker room space and athletic equipment storage space was very vague. (See <i>KHSAA Recommended Action</i>.) The actual review of these facilities showed that all teams with the exception of girls and boys golf were provided storage space. The available locker room space appeared to be assigned equitably. It was also suggested that school officials review the assignment of office space for coaches. The review of facilities indicated that four boys coaches were provided exclusive office space while this was true for only two girls coaches.</p>
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Medical and Training Facilities and Services	X	The 2001 school visit report rated this benefit category <i>Satisfactory</i> but did request the provision of equitable access be provided for female athletes to the weight training room as well as to the athletic trainer that was provided. The 2005 report again assigned a <i>Satisfactory</i> designation for this category but asked that the weight training room usage schedule be posted at the facility. At the time of the 2005 visit, the school had an equitable usage schedule for the weight training room in the file. Interviews with coaches and student athletes indicated that equitable female access was provided. Unfortunately, the most recent visit showed that female access was not being provided. The school's Title IX file contained written statements from all <u>coaches</u> of female teams saying they did desire use of this facility for their teams. The only teams using the weight room are wrestling and football. The room itself contains minimal equipment that is appropriate for use by female athletes. Interviews with student athletes showed their concern about the lack of opportunity to participate in weight training. Both students interviewed stated that the number one problem at the school in relation to provision of fairness was teams not having access to weight training. Obviously this is an issue that should be addressed immediately by school officials. The failure to provide this access and proper equipment renders this category <i>Deficient</i> . (See KHSAA Recommended Action.) The school employees a staff member who is a certified trainer. This trainer is available to all student athletes beginning at 3:00 pm each day. Student athletes at the school are responsible for getting their own physical examinations for athletic participation.
Publicity	X	Both the previous Title IX school visit reports rendered this benefit category <i>Satisfactory</i> . The 2005 report did request that the school develop equitable written guidelines for the posting of various forms of athletic recognition. The most recent school visit revealed that the school had equitable written guidelines in this

Publicity continued			area that addressed the posting of banners and the provision of awards and athletic banquets. The school currently has one cheerleading squad that cheers at all home and post season games for the football and boys and girls basketball teams. The pep band performs at all home games for the football and boys and girls basketball teams. The information submitted in the 2010-11 and 2011-12 annual reports shows that the school was spending approximately \$9 per female athlete and \$8 per male athlete for awards.
Support Services		X	The 2001 and 2005 school visit reports designated this benefit category <i>Satisfactory</i> . According to school officials, there are currently no athletic booster clubs in existence at this time even though the T-35 and T-36 forms show booster spending. All athletic monies are run through school accounts and a signed purchase order must be used in order for payment to be made. Even with these mechanisms in place, athletic spending has been outside of generally accepted parameters for the provision of parity on both a percentage and per athlete basis for the past three years. Interviews with administrators indicated that monitoring of expenditures for provision of parity has been lacking. It was also emphasized that the submittal of inaccurate team rosters directly affects evaluation of this category. The indicated imbalance in provision of support renders this category <i>Deficient</i> . (See <i>KHSAA Recommended Action</i> .)
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of	NA		

Student Athletes			
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5. Brief Summary/Analysis of the Improvement Plan (Form T-60)

The school's most recent T-60 forms call for the following:

- pursuing the indicated interests in girls track, bowling, bass fishing, and archery to assess validity;
- providing better oversight of travel expenditures for the provision of equity.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Major deficiencies in this report are designated in the benefit categories of *Locker Rooms, Practice and Competitive Facilities, Medical and Training Facilities and Services, and Support Services*. There are significant challenges that need to be addressed in each of these areas. (See *KHSAA Recommended Action*.) There is also a major concern in relation to the school's submittal of accurate team rosters. The rosters are the integral component in relation to evaluation of both opportunities and benefits.

7. KHSAA Recommended Action in relation to new deficiencies

(Locker Rooms, Practice and Competitive Facilities) On or before April 29, 2013, the school is to submit to KHSAA a written plan to narrow the disparities that currently exist between the baseball and softball facilities. The amenities to be addressed in this plan should include, but not be limited to, the enclosure of the visiting team dugout, the provision of equitable office space, equitable locker room facilities, and equitable restroom facilities. Any listed projects that are part of the plan are to include expected completion dates.

Although not a significant factor in the deficiency designated in *Locker Rooms, Practice and Competitive Facilities*, the school is requested to submit to KHSAA, on or before May 15, 2013, a written delineation of the locker room and athletic storage space assigned to each team at the school. This document is also to become a part of the school's Title IX file.

(Medical and Training Facilities and Services) On or before May 15, 2013, the school is to submit to KHSAA a specific plan for provision of equitable access and proper training equipment for female athletes at the weight room facility. This documentation is to include an equitable usage schedule for this facility showing female team access. The schedule submitted to KHSAA is to be signed by all head coaches, the athletic director, and the principal. This schedule is to be a part of the school's Title IX file and posted at the facility. Steps taken to provide equipment in the weight room that is appropriate for female athletes is also to be part of this plan. Examples of equipment would be small hand weights, universal machines, and/or fitness machines. It is also suggested that coaches at the school be provided training relating to the importance of the use of weights and fitness equipment when conditioning athletes.

(Support Services) On or before May 15, 2013, the school is to submit to KHSAA the results of a self-analysis in relation to athletic spending. This analysis should include, but not be limited to, the following:

- identification of the benefit areas in which athletic spending most favors male athletes;
- identification of the teams within the above designated benefit areas in which spending significantly favors male athletes;

- description of the process and/or procedures which have been implemented to monitor expenditures for the provision of equity including the designation of the person(s) responsible for this oversight.

All the plans, processes, and projects undertaken in relation to the above deficiencies are to be part of the school's Title IX improvement plans (T-60 form) until they are completed.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

- The deficiency designated in the February 10, 2005 report in the category of *Accommodation of Interests and Abilities* appears to have been addressed by the fact that the school has met the standard established in at least one of the three tests for provision of athletic opportunities during each of the past three school years.
- The deficiency designated in the February 10, 2005 report in the benefit category of *Equipment and Supplies* appeared to have been addressed by the submittal of an equitable uniform review, rotation, and/or replacement plan as well as the submittal of more complete and accurate data on the T-35 and T-36 forms to KHSAA in March, 2005.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Robert Jones, 400 Raider Way, Stearns, KY 42647
(606) 376-5051

District Level Title IX Coordinator: Schyler Jones, 180 Raider Way, Stearns, KY 42647
(606) 376-2591

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Lane Smith	Student Athlete	(606) 376-5051
Paige Neal	Student Athlete	(606) 376-5051
David Durham	Softball Coach	(606) 376-5051
Stuart Manning	Girls Soccer Coach	(606) 376-5051
Robert Jones	A.D/Boys Basketball/Volleyball	(606) 376-5051
Carmen Farris	Guidance Counselor	(606) 376-5051
Sharon Privett	Principal	(606) 376-5051

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 3:30 p.m. EST.