



KHSAA TITLE IX RE-VISIT FINAL AUDIT REPORT

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

School: Paducah Tilghman
Prepared By: Gary W. Lawson
Date of Re-Visit: February 7, 2012
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 calculations submitted, the school has not met the standard established in Test 1 for provision of athletic opportunities during any of the past three school years.

- 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: KHSAA representatives could not ascertain if the standard established in Test 2 was currently being met because of the school's failure to accurately report the number of teams sponsored on the annual report. School representatives were encouraged to report correct information in relation to counting participants and teams on all future submittals to KHSAA.

- 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 data and responses submitted by the school in their annual Title IX reports to KHSAA indicate that the school has met the standard established in Test 3 for provision of athletic opportunities during each of the past three school years. The information in the most recent student athletic interest survey appears to support the responses given by the school on the T-3 form.

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

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 information received from the school in the annual Title IX reports from years 2009-2011 indicate that the standard established in Test 3 for provision of athletic opportunities is currently being met. The school offers all KHSAA sanctioned sports for girls and an equivalence of total team opportunities for both male and female participation at this time. KHSAA representatives reviewed the school's Title IX file. It was found to contain the original Title IX audit report from September 16, 2003, all annual reports to KHSAA for the past five years, a board-approved salary schedule for coaches, a listing of the current members of the Gender Review Equity Committee, sample game schedules for all school sponsored sports for the fall and winter season (<u>school officials were alerted to the fact that spring sport schedules should be added to the file</u>), a school-generated athletic handbook, written booster club agreements, written facility usage schedules for all shared athletic venues except the school's weight training room (see Medical and Training Facilities and Services and KHSAA Recommended Action), written guidelines regarding awards and recognition of athletic accomplishments, a written designation of the locker room space and athletic storage space assigned each team, written minutes for all Gender Equity Review Committee meetings for the past three years, and a written uniform review, rotation, and/or replacement plan. (See Equipment and Supplies and KHSAA Recommended Action.) The file does not contain written guidelines for the equitable provision of Travel and Per Diem. (See Travel and Per Diem and KHSAA Recommended Action.) School officials were encouraged to continue to develop a comprehensive Title IX file.</p>

Equipment and Supplies	X		<p>The September 16, 2003 audit report deemed this benefit category to be satisfactory but did suggest that a written uniform review, rotation, and/or replacement plan be developed and implemented. The recent visit showed that a plan has been developed but it does not provide for equitable cycles of review for teams of "like" sports. It was emphasized to school officials that a written plan has no benefit unless it calls for equitable provision. (See KHSAA Recommended Action.) All the uniforms and equipment reviewed during the visit appeared to be of high quality and provided equitably. According to data submitted on the 2009-10 and 2010-11 annual reports, the school was spending approximately \$139 per female athlete and \$170 per male athlete for equipment and supplies.</p>
Scheduling of Games and Practice Time	X		<p>The September 16, 2003 audit report found this benefit category to be satisfactory but did request that the school increase the number of prime date games for girls basketball in order to meet the minimum standard established by KHSAA. According to the school's posting of results on the KHSAA website for 2012-11, the girls basketball team played 46% (5/11) of their home games on prime dates. A review of posted game times indicated that prime time recommendations were also being met. Information gathered during the visit revealed that the number of competitive events scheduled for teams of "like" sports was equitable except in the case of baseball and softball. According to the postings on the KHSAA website, during the past three years the school played 83 baseball games compared to 53 softball games. (See KHSAA Recommended Action.) The scheduling of all shared practice facilities appeared to be equitable except the weight training room. (See Medical and Training Facilities and Services and KHSAA Recommended Action.) KHSAA Representatives explained to the Gender Equity Review Committee the changes in prime date playing requirements for girls</p>

			basketball that have been instituted by KHSAA.
Travel and Per Diem Allowances		X	The September 16, 2003 audit found this benefit category to be satisfactory. The report referred to a possible disparity in the meal allowances for various teams and suggested that equitable written guidelines be developed to provide direction in relation to per diem expenditures. The recent visit showed that the requested guidelines have not been developed. According to data submitted in the 2009-10 and 2010-11 annual reports, the school was pending approximately \$96 per female athlete compared to \$197 per male athlete for provision of travel and per diem. This difference in spending indicates a likely disparity in provision of benefit. The school's reported spending in this category is outside of acceptable parameters and there are no written guidelines for equitable provision as requested following the September 16, 2003 audit. Therefore, this benefit category is rendered to be currently deficient. (See KHSAA Recommended Action.)
Coaching	X		This benefit category was deemed satisfactory by the September 16, 2003 audit. The total amounts of money spent for coaches' salaries for teams of "like" sports as shown on the 2010-11 annual report appear to be comparable. A review of the district's extra service pay schedule shows parity. It was emphasized to school administrators and the Gender Equity Review Committee that accessibility to coaching is an important factor in Title IX compliance. In totality, the number of coaches provided per team shows equivalence but some individual sports show slight disparities. It was requested that school administrators review and monitor this situation. Information gathered during the visit showed that 50% (5/10) of the head coaches of girls teams were on-campus employees

			while 55% (6/11) of the head coaches of boys teams were employed on campus.
Locker Rooms, Practice and Competitive Facilities	X		<p>The September 16, 2003 audit report designated this category to be satisfactory but stated that <u>the baseball and softball fields were not comparable and it was imperative that this situation be remedied in the very near future.</u></p> <p>The recent visit showed that a new softball field is being completed at Shepards Field about six blocks from the school. As of February 6, 2012, the press box, storage room, and landscaping around the field are not complete. (See KHSAA Recommended Action.) The field provides amenities that are vastly improved over those seen at the time of the 2003 visit. The baseball field still has some advantages—the most significant being the provision of a dressing room at the facility. Recognizable progress has been made in this area, and the continued improvement should be documented in the school's Corrective Action plans to KHSAA. The school has a vast amount of equipment storage room space which appears to be assigned equitably. The locker room space that is available also seems to be assigned equitably. All the outdoor and indoor athletic facilities of the school are of high quality.</p>

<p>Medical and Training Facilities and Services</p>		<p>X</p>	<p>The September 16, 2003 audit designated this benefit category to be satisfactory but did request that an equitable usage schedule be developed for the school's weight training room and that this schedule be posted at the facility. The recent visit showed that the school has two weight training areas. One is located in the boys basketball dressing room for that team's exclusive use and the other one is at the field house and is for use by all teams. The school had no usage schedule for this facility. There was equipment in the field house that was suitable for female athletes. The school provides an athletic trainer on an equitable basis through a contract with Western Kentucky Orthopedics. Athletic physical examinations are provided for \$10 per athlete on a designated day scheduled by the school each year. Since the school has one weight training area exclusively for male athletes and another weight training room without documented provision of access for female athletes despite the request following the 2003 audit report, this benefit category is rendered to be currently deficient. (See KHSAA Recommended Action.)</p>
<p>Publicity</p>	<p>X</p>		<p>The September 16, 2003 audit report deemed this benefit category to be satisfactory. According to school officials, one cheerleading squad is sponsored at this time, and they cheer at all home and away football games. This squad also cheers at all home games for girls and boys basketball except during Christmas break. The school's Title IX file contains equitable written guidelines for the provision of awards and display of athletic recognition at the school. According to data submitted in the 2009-10 and 2010-11 annual reports, the school was spending approximately \$16 per female athlete and \$17 per male athlete for awards. School officials were reminded that all expenditures for awards were to be included on the T-35 and T-36 forms submitted to KHSAA.</p>

Support Services	X		The September 16, 2003 audit report stated that this benefit category was satisfactory. The school currently has booster clubs for all sports except volleyball, girls and boys track, and girls and boys swimming. There are written agreements with all booster clubs in the Title IX file. Some of the booster clubs house their funds in school accounts while others have funds outside the school. <u>School officials were reminded that all athletic expenditures should be monitored for provision of equitable benefits.</u> An evaluation of total athletic spending over the past two years shows that in 2009-10 athletic expenditures were within acceptable parameters for provision of parity on both a percentage and per athlete basis. In 2010-11, reported expenditures heavily favored female athletes primarily due to a 1.5 million dollar renovation of the gym. Since two girls sports (volleyball and girls basketball) are major users of the gym and only one boys sport (boys basketball), one million dollars of the expenditure is considered to be for girls sports.
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 school's most recent Corrective Action plans call for the following:

- construction of a girls softball field to be completed by May 1, 2010;
- attempts to increase the participation of female athletes at the junior varsity and freshman levels.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Deficiencies in the areas of *Travel and Per Diem* and *Medical and Training Facilities and Services* were designated as a result of the February 7, 2012 school visit. (See KHSAA Recommended Action.)

There are also areas of concern in the areas of *Equipment and Supplies, Scheduling of Games and Practice Times, and Locker Rooms, Practice and Competitive Facilities* which need to be addressed in order to avoid the development of future deficiencies. (See KHSAA Recommended Action.)

7. KHSAA Recommended Action in relation to new deficiencies

(Travel and Per Diem) On or before April 30, 2012, the school is to submit to KHSAA written guidelines for the equitable provision of travel and per diem. These guidelines should address equitable provision of mode of transportation, meals, and motel rooms for student athletes. This document is to become part of the school's Title IX file.

(Medical and Training Facilities and Services) On or before April 30, 2012, the school is to submit to KHSAA an equitable usage schedule for the weight training room located in the field house. This schedule is to show equitable access for female athletes to the facility. This schedule is to be posted at the weight training facility and become part of the school's Title IX file.

The following *areas of concern* are to be addressed in order to avoid development of future deficiencies.

(Scheduling of Games and Practice Times) On or before April 30, 2012, the school is to submit to KHSAA completed game schedules for the baseball and softball teams for the 2011-12 season which show equitable provision of competitive playing opportunities. (i.e. an equivalence of scheduled games)

(Locker Rooms, Practice and Competitive Facilities) On or before April 30, 2012, a picture of the completed press box, storage building, and landscaping at the new softball field is to be submitted to KHSAA.

(Equipment and Supplies) On or before April 30, 2012, the school is to submit to KHSAA a written revision of the current uniform review, rotation, and/or replacement plan. This revision is to show equitable cycles of review of uniforms for replacement for all "like sports."

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated as a result of the September 16, 2003 Title IX visit.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Dwayne E. Wall, 14 Dogwood Lane, Metropolis, IL
(618) 524-3914

District Level Title IX Coordinator: Tom Ballowe, 3715 Clinton Rd., W. Paducah, KY
(270) 554-4003

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Tom Ballowe	District Title IX Coordinator	(270) 554-4003
Patricia R. Hines	Parent	(618) 524-3914
Troy Brock	Administrator	(270) 444-5600
Michael Holland	Coach	(270) 444-5650
Dwayne E. Wall	Athletic Director	(618) 524-3914
Dantle Murphy	Board Chairman	(270) 556-9361
Kathy Johnston	KHSAA	(859) 494-2509

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 5:20 pm CST.