



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

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

School: Powell County
 Prepared By: Gary W. Lawson
 Date of Re-Visit: December 11, 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
- 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
	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 submitted, the school has met the standard established in Test 1 for provision of athletic opportunities during two of the past three school years (2009-10 and 2011-12).

- 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 information submitted in the annual Title IX reports, 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 documents that one freshman team for girls with approximately eight current participants has been added in 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 responses on the T-3 forms imply that the standard established in Test 3 for provision of athletic opportunities is currently being met. The information found on the most recent student athletic interest survey and the documentation under "plans to address the interest" on the T-3 form do not support the responses on the T-3. The indicated interest in girls tennis (49), girls soccer (31), and bowling (31 girls) must be addressed for authenticity before this standard can be met.

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

Comments: According to the documentation on the T-63 form in the 2011-12 annual report, the school received a 91% return rate on its 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>The December 17, 2001 Title IX school visit report stated that the school appeared to be meeting the standard established in all three tests for provision of athletic opportunities. The October 27, 2004 report indicated that the school was meeting the standard established in Test 2 at that time. Review of recent annual reports revealed that the school had met the standard established in Test 1 for the provision of athletic opportunities during two of the past three school years (2009-10 and 2011-12). The responses on the most recent T-3 form also suggest that the standard established in Test 3 is being met. These responses are not supported by the information found in the most recent student athletic interest survey. The indicated interest in girl's tennis, girl's soccer, and bowling must be pursued for validity in order for this standard to be met. A KHSAA representative reviewed the school's recent Title IX improvement plans, and it was suggested that future <i>Items for Improvement and Plans for Suggested Change</i> be <u>more specific</u> in focus. The Title IX file was reviewed and found to contain the school's two previous Title IX school visit reports, annual reports for the past five years. A board-approved salary schedule for coaches, a listing of the current members of the Gender Equity Review Committee, sample game schedules for all fall and winter sports, (<u>school officials were reminded that the file should contain the most recent schedules for all school sponsored teams</u>), a school-generated athletic handbook, written usage schedules for all shared practice facilities, written guidelines regarding awards and recognition of athletic accomplishments, a written designation of the locker room and athletic equipment storage space assigned each team, written agendas, sign-in sheets, and minutes for Gender Equity Review Committee meetings for the past three years, a written uniform review, rotation, and/or replacement plan (see <i>Equipment and Supplies</i>), and written guidelines relating to</p>

Accommodation of Interests and Abilities continued			travel and per diem (see <i>Travel and Per Diem</i>). School officials were commended for the development and maintenance of a comprehensive Title IX file.
Equipment and Supplies	X		Both the 2001 and 2004 school visit reports rendered this benefit category <i>Satisfactory</i> . The 2001 report requested that a uniform, review, rotation, and/or replacement plan be developed. The 2004 report documented that a uniform plan had been developed, but interviews with coaches and student-athletes indicated that <u>the purchase plan was not being followed</u> . The most recent visit showed that a uniform review plan was in place based on a five-year cycle of rotation. <u>UPON RECEIPT OF THIS REPORT, THE SCHOOL IS TO EXPAND THIS PLAN TO SHOW A FULL CYCLE OF ROTATION FOR ALL TEAMS</u> . Interviews with coaches suggested that they were familiar with this plan. All uniforms and equipment inspected during this visit appeared to be of mid-to-high quality and provided on an equitable basis. According to the data in the 2011-12 annual report, the school was spending approximately \$182 per female athlete and \$248 per male athlete for equipment and supplies.
Scheduling of Games and Practice Time	X		Both the previous Title IX school visit reports deemed this benefit category <i>Satisfactory</i> . A review of the current game schedules showed that the number of competitive events scheduled for teams of “like” sports was comparable. The information provided by the school also indicated that all shared practice facilities were assigned equitably. Written practice schedules were available for the shared batting cage and the gym. The scheduling of athletic events during optimal playing times was discussed with school officials who were commended for provision of parity in regard to this benefit.
Travel and Per Diem Allowances	X		In 2001 and 2004, this benefit category was rated <i>Satisfactory</i> . The review of the school’s Title IX file showed that equitable guidelines

Travel and Per Diem Allowances continued			<p>were in place that addressed the mode of transportation and meals. <u>UPON RECEIPT OF THIS REPORT, IT IS REQUESTED THAT SCHOOL OFFICIALS EXPAND THESE GUIDELINES TO INCLUDE EQUITABLE PARAMETERS IN RELATION TO MOTEL ROOMS.</u> The data submitted in the 2011-12 annual report indicates that the school was spending approximately \$50 per female athlete and \$29 per male athlete for travel and per diem.</p>
Coaching	X		<p>Both the previous Title IX school visit reports rendered this benefit category <i>Satisfactory</i>. Information in the 2011-12 annual report shows that total amounts spent for coaches' salaries for teams of "like" sports are comparable. A review of the school district's extra service pay schedule indicated parity. The 2011-12 annual report shows that the number of coaches provided for teams of "like" sports is equitable. Information gathered during the most recent visit revealed that 17% of the head coaches of girls teams and 33% of the head coaches of boys teams are employed off campus.</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>The December, 2001 Title IX school visit report rated this benefit category <i>Satisfactory</i> but did state that the softball facility was not equivalent to the outdoor athletic venues provided for male participants. The October, 2004 report rated this category <i>Deficient</i> stating that the improvements suggested for the softball field in the 2001 report had not been implemented. A review of the facilities during the most recent visit revealed that the renovation of the softball complex is being completed. The foundations have been poured for the installation of permanent bleachers. When this project is completed and the new scoreboard is installed, the amenities provided at the softball field will be of slightly higher quality than those at most of the other outdoor facilities. The baseball field is adjacent to the school campus and is actually owned by the city parks of Stanton. The softball field is on campus and is owned by the school district. All the other indoor and outdoor competitive facilities are well</p>

			maintained and provide similar amenities. All teams sponsored by the school are assigned dressing rooms. The sharing of these facilities appears to be equitable. Although athletic equipment storage space is in short supply, the available areas seem to be assigned equitably.
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Medical and Training Facilities and Services	X		<p>The 2001 school visit report stated that this benefit category was <i>Satisfactory</i> but noted that there was no posted weight training room schedule available at that time. The 2004 report again rated this category <i>Satisfactory</i> while saying there was an equitable weight room usage schedule posted at the facility. The most recent visit showed that the school has two small weight rooms. Weight Room #1 is located adjacent to the football dressing room and is used primarily by football, boys and girls track, and boys and girls cross country teams. Weight Room #2 is located near the school's gym and is used mostly by boys and girls basketball, volleyball, softball, and baseball. Both rooms contain equipment that is suitable for use by female athletes. <u>An equitable usage schedule for both weight rooms was found in the Title IX file and posted in the gym foyer at the school. It was suggested to school officials that copies of these schedules also be posted at the two facilities themselves.</u> The school does not provide athletic trainer services for student athletes of either gender at this time. Athletic physical examinations are offered to all student athletes at a discounted rate by two local physicians.</p>
Publicity	X		<p>Both the previous Title IX school visits resulted in <i>Satisfactory</i> ratings for this category. A review of the Title IX file revealed that equitable written guidelines were in place that addressed the provision of awards, banquets, and the display of athletic banners and trophies. The school currently has one cheerleading squad that cheers at all home and away football games, all home and away boys and girls basketball games and their away games versus district opponents. They also cheer at all post season tournament games for football and boys and girls basketball. The school mascot attends and the pep band plays at all home football and boys and girls basketball games. The data submitted in the 2011-12 annual Title IX report indicates that the school was spending</p>

			approximately \$12 per female athlete and \$19 per male athlete for awards.
Support Services	X		The 2001 school visit report rendered this benefit category <i>Deficient</i> because the school failed to submit the required T-35 and T-36 forms and did not appear to have sufficient oversight of booster club spending for the provision of parity. The 2004 report rated this area <i>Satisfactory</i> and stated that completed T-35 and T-36 forms had been submitted and a written booster club agreement had been developed. The school currently has only one booster club that supports the football team. All its funds are housed in outside bank accounts. It was suggested to school officials that <u>procedures for the oversight and approval of booster club expenditures be put in place in an attempt to provide equity.</u> An analysis of athletic spending for the past two years shows that in 2010-11 the school was within acceptable parameters for the provision of parity on both a percentage and per athlete basis. Approximately \$417 per male athlete was spent compared to \$375 per female athlete. In 2011-12, the expenditures were very slightly outside of the generally accepted parameters--\$490 per male athlete and \$370 per female athlete. School officials were encouraged to monitor this situation in an attempt to avoid there being a spending disparity that continues over a two-year period.
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

Recent T-60 forms call for the school to do the following:

- monitor athletic expenditures in relation to trips;
- purchase new scoreboards for the softball and baseball fields;
- investigate the possibility of adding other sports;
- upgrade the drainage system at the softball field.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No deficiencies were designated as a result of the December 11, 2012 school visit. There were some *areas of concern* noted in the body of this report that need to be addressed in order to promote equitable provision in all aspects of athletics.

7. KHSAA Recommended Action in relation to new deficiencies

No new deficiencies were designated by the most recent school visit. There are some “areas for improvement” that are addressed in the body of this report in the categories of *Accommodation of Interests and Abilities, Equipment and Supplies, Travel and Per Diem Allowances, Medical and Training Facilities and Services, and Support Services*.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

The deficiency designated in the October 27, 2004 Title IX school visit report in the area of *Locker Rooms, Practice and Competitive Facilities* has been addressed by the upgrading of the softball complex.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Monroe Jones, 700 West College Ave., Stanton, KY 40380
(606) 663-3320

District Level Title IX Coordinator: Monroe Jones, 700 West College Ave., Stanton, KY 40380
(606) 663-3320

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Monroe Jones	District Title IX Coordinator	(606) 663-3320
Ronna Donithan	Parent	(859) 432-0080
Donald Curtis	School Board Chairman	(606) 663-3459
Kyle Lively	Principal	(606) 663-3320

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 3:25 pm EST.