



KHSAA TITLE IX RE-VISIT FINAL AUDIT REPORT

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

School: Russell High School
Prepared By: Reba Woodall
Date of Re-Visit: September 19, 2011
Telephone Number of Reviewer: **(859) 299-5472**
Reviewed By: **Darren Bilberry, Asst. Commissioner**

1. Completed Required Forms

Verification of Forms (Form GE-19) Yes X No

Participation Opportunities Summary Chart (Form T-1, T-2, T-3 & T-4) Yes X No

Benefits Summary Charts (Forms T-35 & T-36) Yes X No

Checklist Overall Athletics Program (Form T-41) Yes X No

Corrective Action Plan Summary Charts (Form T-60) Yes X 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 submitted by Russell High School, it appears the school has not met the standard for Test 1 during the 2010-2011 school year.

- 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 submitted by Russell High School, it appears the school has not met the standard for Test 2 during the 2010-2011 school year.

- 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 submitted by Russell High School, it appears the school has met the standard for Test 3 during the 2010-2011 school year.

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

Comments: Russell High School offered all of the KHSAA sanctioned sports for females and all but wrestling for males during the 2010-2011 school year. The Student Interest Survey conducted in 2009-2010 had a return rate of 93% which exceeds the 80% requested by the KHSAA.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>According to the information supplied by the school, Russell High School appears to have met the standard for Test 3, The test for Full and Effective Accommodations of Interest and Abilities, during the 2010-2011 school year.</p> <p>The importance of meeting the standards for one of the three opportunities tests was discussed during the Gender Equity Review Committee meeting. The need for continued compliance for Test 3 and methods for accomplishing this were also discussed. The 2011-2012 Student Interest Survey results will guide the need for new sport offerings and necessary feasibility studies. All efforts to add sport opportunities should be documented and maintained in the school's Permanent Title IX File.</p> <p>The 2009-2010 Student Interest Survey had a 93% return rate.</p> <p>The school's Permanent Title IX File included; Annual Reports for the last 5 years, committee meeting minutes for the last 3 years, 2011 fall game schedules, fall media guide, game programs for softball, baseball, and volleyball, poster calendars and seasonal schedule cards for all three sport seasons, schedule for gym usage, travel and per diem guidelines, awards/recognition guidelines, locker room assignments, designated storage room assignments, salary schedule for coaches, uniform replacement schedule, and guidelines for coaches. School Administration and the Gender Equity Review Committee should review athletic guidelines/policies yearly for needed updates.</p>
Equipment and Supplies	X		<p>Review of the uniforms during the KHSAA Revisit showed equivalence for the male and female team uniforms. All uniforms were good quality. The school has a uniform replacement schedule.</p> <p>A disparity in this benefit area can easily</p>

			occur. It is important for the administration and equity committee to carefully and consistently monitor this area.
Scheduling of Games and Practice Time	X		<p>Prime dates and times were discussed during the Revisit. The Prime date changes for the 2011-2012 school year was discussed during the Gender Equity Review Committee meeting. The school was in compliance for the 2010-2011 school year with 42.9% of girls basketball games played on prime dates. A copy of the gym usage schedule for boys and girls basketball is in the school's Permanent Title IX File. Practice times and areas used for all sports should be kept, and changed yearly, in the Permanent Title IX File.</p> <p>The Athletic Director should monitor game schedules for all sports for equity in number of games played per season and rectify any inequity.</p>
Travel and Per Diem Allowances	X		The school has Travel and Per Diem guidelines. This should be reviewed yearly by the Gender Equity Review Committee. A disparity in this benefit can easily occur. It is important for the administration and equity committee to carefully and consistently monitor this area. The T-35 and T-36 Annual Report forms can be a basis for monitoring this benefit area, as well as information from coaches and athletes.
Coaching	X		The school had a copy of the salary scale for coaches. It appears to be based on years of experience. Overall it seems the coaching salaries are equitable. There are a few differences the School Administration and Gender Equity Review Committee should review. Any changes would need to go through the Board of Education.
Locker Rooms, Practice and Competitive Facilities	X		Facilities for all sports are on campus with the exception of golf, swimming, and soccer. Soccer is practiced and games played at the soccer complex, on school property, next to

			<p>the Russell McDowell Intermediate School. The golf team uses the River Bend Golf Course, and the swim team uses the pool at Paul Blazer High School.</p> <p>The soccer facility has one main playing field, and two practice fields. Students must get their own transportation to practice and home games. The field has lights, scoreboard, press box, concessions, public restrooms, public address system, some permanent bleachers, storage in the press box area, and a storage building for mowers and other field equipment. A private company lines the field. There are no locker rooms at the field.</p> <p>The softball complex has a concession stand, press box, public restrooms, bleachers, block dugouts, lights, public address system, scoreboard, and storage in the press box area. This storage area is shared with track and cross country. The outdoor batting cage has a rock base where as the baseball batting cage has a concrete base. This should be corrected.</p> <p>The baseball field has equivalent amenities. They also have a large storage building.</p> <p>There are six tennis courts with some bleachers. They appear to be in good condition. They have a large storage building.</p> <p>The indoor facilities include one gymnasium in the high school building, and one gymnasium in the primary school located across the road from the high school. The primary school gymnasium is used for practice only, and practice is rotated between the boys and girls basketball teams. No locker rooms are available at the primary school. The gymnasium at the high school is used for basketball and volleyball games and practice. It is an older gymnasium but was kept in excellent shape and very clean.</p>
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			<p>members of the committee take a tour of all the facilities. The KHSAA Audit members feel this will help the committee make decisions concerning equity for any current issues and for future issues.</p>
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<p>Medical and Training Facilities and Services</p>	<p>X</p>	<p>The trainer is located in a classroom at this time. A training room is included in the unfinished field house. The trainer arrives at school by 2 p.m. and stays until the last event is over unless he goes to an away event. He can be reached by phone, text, or e-mail. The Athletic Director distributed this information to all coaches.</p> <p>Student Athletes can obtain their own physicals or obtain a free physical at the area hospital.</p> <p>There is a washer and dryer for the boys' basketball team and a washer for the girls' basketball team.</p> <p>The 2001-2002 KHSAA Visit information for this benefit area explained that there was written concern regarding the access to the weight room for some female programs.</p> <p>The 2008-2009 and 2009-2010 Annual Reports' Corrective Action Forms (T-60) listed the need for a weight room and equipment for female athletes. The school has planned a weight room for both male and female athletes in the unfinished field house. There was no equipment seen for this weight room during the Revisit.</p> <p>During the Interview Sessions it was noted that there was a weight room in the Vocational Technology Building on campus. The KHSAA Review Auditors did not see this room. The athletes and coaches interviewed did not use this weight room. The girls' basketball team went off campus for weight training and was prepared to use team funds to pay for this. This has been an issue since 2001-2002 and must be addressed. The weight</p>
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			<p>room in the field house must have equipment for females and be user friendly. The female athletes should be regularly scheduled into the weight room and a scheduled should be posted in the weight room and a copy kept in the Permanent Title IX File. If this is not done when the field house is completed then this benefit area could be considered deficient. <u>This is a must for the school.</u></p>
Publicity	X		<p>The school has two media guides, one for fall and one for winter. They have poster calendars, and pocket schedules for all three sport seasons. The school has a website, and radio/newspaper coverage of athletic events and accomplishments. There are numerous pictures, trophies, banners, signs, and statistic boards around the school showcasing athletes, and athletic success. Although the school has an awards policy, it should expand the policy to include all methods of honoring athletes and athletic achievement. This could include letters and bars, banquets, etc.</p> <p>The mascot and school colors are well used in athletic venues. The baseball scoreboard is an example of this.</p> <p>The Annual Reports for the last two years show zero money from boosters for awards for two sports. Athletes who represent the school should be given fair and equitable recognition. An inequity can quickly appear in this area and must be monitored closely by the School Administration and the Gender Equity Review Committee.</p>
Support Services	X		<p>The school has one cheerleading squad that cheers for football and an equal number of boys and girls basketball games. The band plays for football and an equal number of boys and girls basketball games.</p> <p>There were two coaches offices viewed. One shared by the boys' basketball coach and the cross country coach and the other shared with</p>

			<p>the girls' basketball coach and the volleyball coach. The office for the boys' coaches was much bigger and better equipped. The office had a computer, phone, microwave, refrigerator, and lockable storage cabinets. The office for the girls' coaches, had a phone, and one lockable storage cabinet. The school should consider office space for coaches whenever possible.</p> <p>The school has ten booster clubs. The booster money is kept off campus. Spending by the booster clubs must be approved by the Athletic Director. Spending by booster clubs can be one of the major inequities in the benefits area. The KHSAA advises schools to have a written booster club agreement signed yearly by the booster club officers and copies kept in the Permanent Title IX File. Russell High School does not have written booster club agreements.</p> <p>The information the school has provided on the T-35 and T-36 Annual Report forms show a large difference in overall money spent per student. In 2008-2009 \$453 was spent on each male athlete and \$401 was spent on each female athlete, with a difference of \$52. In 2009-2010 this jumped to \$518 spent per male athlete and \$365 per female athlete with a difference of \$153. In 2010-2011 \$572 was spent per male athlete and \$439 per female athlete with a difference of \$133. Methods of calculating spending were discussed during the Gender Equity Review Committee meeting with committee members and school administrators. The school must work to alleviate the difference in spending per male athlete and female athlete. The goal should be a difference of no more than \$100. The School Administration and Gender Equity Review Committee must be diligent in monitoring this area each year.</p>
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 2010-2011 Annual Report, T-60, has one item listed. Close the gender expenditure gap by monitoring expenses, travel, and overnight trips starting 8-1-11. This item should be continued due to the spending difference between male and female athletes.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

None

7. KHSAA Recommended Action in relation to new deficiencies

None

8. KHSAA Recommended Action in relation to reoccurring deficiencies

None

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Sam Sparks

District Level Title IX Coordinator: Sam Sparks

Name	Title	Telephone
John F. Jones	Board of Education Member	606-863-2878
Sam Sparks	Athletic Director	606-836-9658
Dr. Susan Compton	School Superintendent	606-836-9679
Darrell Adkins	Volleyball Coach	606-836-5038
Angela Fultz	Parent	606-836-6895
Cynthia Sparks	Assist. Girls Basketball Coach	606-836-8323
Molly Baldrige	Student Athlete	606-923-4614
Mandy Layne	Girls Basketball Coach	606-326-9563
Anna C. Chaffin	Assistant Principal	606-836-9658
Lawrence A. Thompson	Principal	606-836-9658
Merle Kidwell	Boys Basketball Coach	606-465-5237
Kyle Skaggs	Student Athlete	606-571-2052
Gordon Boccock	KHSAA	858-299-5472
Reba Woodall	KHSAA	859-299-5472

10. Comments

It is apparent that school personnel, students, and community support Russell High School Athletics. They seem eager and willing to help the school maintain and improve the athletic opportunities and benefits for all athletes. The school was prepared with documentation, facility access, and help from school personnel for the KHSAA Revisit.

The new field house and the weight room situation are major concerns, as well as the spending difference between male and female athletes. The 2011-2012 KHSAA Revisit took place before the field house and weight room were completed. After at least a year of use for these two areas the school can request the KHSAA return to the school and check these for equity.

A quorum was present for the Gender Equity Review Committee meeting.

No one from the community attended the publicized Public Forum at 5 p.m.

The KHSAA Audit Team left the school at 5:25 p.m.