



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

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

School: Ryle High School  
 Prepared By: Gordon Bocoock  
 Date of Re-Visit: Thursday, October 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)

	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 Ryle High School has not been in compliance in this area for the past three 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: According to the data and reports submitted, it does not appear that Ryle High School is currently meeting the standards for Test 2.

- 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: With the data that appears in the Ryle High School Title IX File and in their Annual Reports it does appear that the school has been in compliance with the requirements of Test 3.

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

Comments: The Student Interest Survey supports the documentation as reported on the T-3 form. In the 2011-2012 Survey the students in 8<sup>th</sup>, 9<sup>th</sup>, 10<sup>th</sup> and 11<sup>th</sup> grades were surveyed. Nine hundred surveys were given out and 94.8% of the surveys were returned.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	Satisfactory		At the present time the Accommodation of Interests and Abilities is satisfactory. With all the new KHSAA sports offerings the Gender Equity Review Committee is encouraged to keep up with the Student Interest and to document in the committee minutes and/or Improvement Plans the direction that Ryle High School will go with the sports of Bowling, Archery, and Fishing. The Gender Equity Review Committee needs to put together a plan to determine if the interest shown on the latest survey is real and genuine.
Equipment and Supplies	Satisfactory		This is the third Title IX Audit at Ryle and each time this area has been Satisfactory. A Uniform Rotation Plan has been in place for a number of years and the Gender Equity Review Committee needs to review the current policy to see if it needs to be updated. The uniforms of the various athletic teams were of excellent quality and showed that the rotation plan was being used to assure that the quality and quantity stay at a high level. The athletic tour and the coach/student interviews gave all indications that the sports related equipment is also of high quality.
Scheduling of Games and Practice Time	Satisfactory		Ryle High School is doing an excellent job by putting a large amount of athletic information on the school's web page. Facility schedules for like sports are available on the web page along with competition schedules for all sports.
Travel and Per Diem Allowances		Deficient	This was an area that was deficient at the time of the 2006 audit. It was recommended that a Travel and Per-Diem Policy be developed that would include all <b>aspects of travel</b> . The Gender Equity Review Committee did put together a Travel and Per-Diem Policy that basically dealt with travel, but did not address meal allocations or housing issues. Many of the issues pointed out in 2006 are still present in 2012. It is highly recommended that the Gender Equity Review Committee re-evaluate their Travel and Per-Diem Policy and put a step by step Improvement Plan together that will assure that all the student-athletes in all the various sporting activities at Ryle High

			School be treated equally.
Coaching	Satisfactory		For three Title IX Audits the school has been satisfactory in this area. The coaches' salary stipends appear to be equal in the like sports and there is an equal number of coaches with the same equal number of divisions in the like sports. The Gender Equity Review Committee needs to double check to assure that the Annual Reports and the Roster Reporting match up in future reports.
Locker Rooms, Practice and Competitive Facilities	Satisfactory		Nine dressing rooms are used in the Ryle Athletic Complex (five in the gymnasium and four in the field house). It is recommended that the Gender Equity Review Committee take a tour of the locker rooms and look at the current assignments as it appears that three of the dressing rooms are used by male athletes that do not share space with others teams. At the present time all girls' athletic teams share locker rooms with other teams. The practice and competitive facilities are very nice and there have been much needed improvements to the football, soccer, and track and field complex.
Medical and Training Facilities and Services	Satisfactory		There are two weight rooms at Ryle High School and both have been improved since the last audit. The weight room at the field house is basically although not female friendly, can be used by females. The weight room in the gymnasium has seen vast improvements and is used by all the female athletes as well as the members of the school faculty. If a new Field House is built plans need to be put in place that will assure it will be equally friendly for male and female athletes.
Publicity	Satisfactory		The Gender Equity Review Committee needs to review the Awards and Banner Policy to see if it is still assuring the equality of the male and female athletic teams and/or individuals.
Support Services	Satisfactory		Booster Club agreements are now in place and the Gender Equity Review Committee needs to constantly evaluate these agreements to assure equality in terms of spending.
Athletic Scholarships			Does not Apply at Ryle High School.
Tutoring			Does not Apply at Ryle High School.

Housing and Dining Facilities and Services			Does not Apply at Ryle High School.
Recruitment of Student Athletes			Does not Apply at Ryle High School.

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

- ❖ Ryle High School has made some tremendous improvements with the upgrade to the Football/ and Soccer playing fields and the Track and Field complex. In discussion with the Athletic Director the next plan of action will be improvements to the Baseball and Softball Fields. An Athletic Field House to be used by all the outdoor sports is also being considered.
- ❖ Since the second Title IX Audit Ryle High School has made big improvements in the weight room where the young ladies now are able to enhance their athletic performance through the use of the equipment now provided.
- ❖ This is the third Title IX Audit for Ryle High School and although they have made progress there are still some areas of concern.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

- ❖ At the conclusion of this Audit we found that there is one deficiency in the area of Travel and Pre-Diem.

7. KHSAA Recommended Action in relation to new deficiencies
  - ❖ No new deficiencies were designated at the time of the 2012 Re-Visit so no action is recommended outside of the recommended policy development.
8. KHSAA Recommended Action in relation to reoccurring deficiencies
9.
  - ❖ The only recommended action at this time is for the Gender Equity Review Committee to review and upgrade the Travel and Per-Diem Policy. This new policy should be sent to the KHSAA by **January 15, 2013**.
    - In the interviews with the two student-athletes and the two coaches of girls teams it was pointed out that only the larger teams travel by school bus. The Audit Team was unable to determine which teams traveled as at times it was to only certain locations that school buses were used. Students pointed out that many times they were required to find their own transportation to various practices and or competitions, even when they were a significant distance from Ryle High School. The Gender Equity Review Committee needs to look very closely at this travel situation to assure that all students and teams are being treated equally.
    - In the interviews with the two student-athletes and the two coaches of girls teams it was pointed out that basically each team was on their own in regards to meals, overnight trips, etc. The Gender Equity Review Committee needs to re-evaluate the current Travel and Per Diem Policy to assure that in all the aspects of travel the student athletes and the various teams are being treated equally.

#### 9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Jim Demler  
 10379 US 42  
 Union, Kentucky 41091  
 859-384-5311

District Level Title IX Coordinator: Kathy Ruetman  
 10379 US r42  
 Union, Kentucky 41091  
 859-282-1003

Personnel in Attendance at the October 11, 2012 Ryle High School KHSAA Title IX Audit		
Name	Title	Telephone
Joe Aylor	Ryle Teacher	859-384-5300 x116
Stephen Collins	Ryle Teacher and Coach	859-689-1698
Jim Delmer	Ryle Athletic Director	859-689-1698
John Horton	Ryle Teacher and Coach	859-630-4821
David Hill	Volunteer	859-630-8549
Tasha Lovins	Ryle Teacher and Coach	859-3915975
Matt Turner	Ryle Principal	859-384-5311
Jim Wihebrink	Ryle Teacher and Coach	859-817-0464

Gordon Bocock	KHSAA Audit Team	606-271-0714
Barbara Kok	KHSAA Audit Team	895-361-2044

10. Comments

11.

- ❖ The Audit team would like to thank the Athletic Director and the Principal for their assistance during the Title IX Visit to Ryle High School. The interviews were very informative and we appreciate the time the coaches and student-athletes were allowed to visit with us. The Audit Team feels that Mr. Demler and Mr. Turner will work with the Gender Equity Review Committee to continue to ensure that the student athletes and coaches at Ryle High School are all being treated equally
- ❖ .  
No one showed up for the Public Forum and the Audit Team left at 3:15.