



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

**(For schools re-visited during the 2015-2016 school year)**

School: Shelby Valley  
 Prepared By: Gary W. Lawson  
 Date of Re-Visit: December 8, 2015  
 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: The T-1 forms in the annual Title IX reports show that the standard established by Test 1 for provision of athletic opportunities has been met during only one of the past three school years (2012-13). **It should be documented that accurate assessment of this test is not possible because of the school's failure to submit complete and accurate rosters for all athletic teams.** (See *Accommodation of Interests and Abilities* and *KHSAA Recommended Action*.)

- 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 rosters and data submitted to KHSAA show that the standard established by Test 2 for provision of athletic opportunities has not been met during any of the past three school years. The T-2 form in the 2014-15 annual report (although partially inaccurate) shows that no teams at any level for either gender have been added during the past five years. **As was true with Test 1, it is not possible to verify compliance with this test because of the inaccurate submittal of rosters.** (See *Accommodation of Interests and Abilities* and *KHSAA Recommended Action*.)

- 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 on the T-3 forms in the most recent annual Title IX reports give indication that the standard established by Test 3 for the provision of athletic opportunities is currently being met. The responses given on the T-3 forms do appear to be supported by the information provided in the most recent student athletic interest survey. **It should be noted that the school's annual report shows only five total teams offered for female competition and nine total teams for male competition. Both these numbers are in error because of the school's failure to submit accurate team rosters.**

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

Comments: According to information provided by the school on the T-63 form found in the most recent student athletic interest survey, a 100% completion rate was received on the 2013-14 Student Athletic Interest Survey. **It should be noted that the T-63 form in the 2013-14 annual report shows that the interest survey was only issued to a total of 288 students in grades 8-11. The survey was given to 83 eighth graders. The school had an enrollment of 563 student in grades 9-12. This appears to be a low percentage of students actually surveyed.**

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 May 1 and May 2, 2000 Title IX school visit report rated this category <i>Satisfactory</i> stating that it appeared that the standard established by Test 3 for provision of athletic opportunities was being met. The January 13, 2010 school visit report also deemed this area <i>Satisfactory</i> based on the evidence indicating that the standard established by Test 1 was being met. As was stated on page 2 of this report, <b>compliance with the standards established by Test 1 or Test 2 cannot be verified at this time due to the school's failure to provide accurate/complete team rosters. It was emphasized to school officials that the major basis for the Title IX evaluation is the submittal of accurate team rosters.</b> The information provided on the T-3 form as supported by the most recent student athletic interest survey gives indication that the standard established by Test 3 is being met. <b>It was emphasized to school officials that a total sampling of students in grades 8-11 should be received on the Student Athletic Interest Survey.</b> (See section 3 on page 2 of this report.) During the most recent visit, the school's Title I file was reviewed and found to contain the two previous Title IX school visit reports, annual Title IX reports for the past five years, a board-approved extra service pay schedule, a listing of the current members of the Gender Equity Review Committee, game schedules for all school-sponsored varsity teams, some written guidelines regarding equity in relation to posting of banners, provision of awards and banquets (see <i>Publicity</i> and <i>KHSAA Recommended Action</i>), written designation of the locker room and athletic equipment storage space assigned each team, minutes for all Gender Equity Review Committee meetings held during the past three years. <b><u>(It is recommended that all future minutes include a list of attendees at the meeting.)</u></b> The file also contained a listing</p>

<p>Accommodation of Interests and Abilities continued</p>			<p>of recent uniform purchases along with statements about the purchases. (See <i>Equipment and Supplies</i> and <i>KHSAA Recommended Action</i>.) Also in the file were guidelines addressing the equitable provision of the mode of transportation (see <i>Travel and Per Diem Allowances</i> and <i>KHSAA Recommended Action</i>), facility usage schedules for the gym and the playing field at the athletic complex (see <i>Scheduling of Games and Practice Times</i> and <i>KHSAA Recommended Action</i>). There was also a statement in the file about weight room usage (see <i>Training Facilities and Services</i> and <i>KHSAA Recommended Action</i>), and the school's Emergency Medical Plan. This document addressed all on-campus athletic venues except the softball field. <b>Upon receipt of this report, the school is to expand this plan to include the softball facility.</b> School officials were encouraged to work with the Gender Equity Review Committee to develop and maintain a comprehensive Title IX file and to use the information in this file as a guide for equitable provision of opportunities and benefits for student athletes. It was also emphasized that the guidelines, regulations, and policies developed by the Gender Equity Review Committee and placed in the file be shared with all coaches and implemented properly.</p>
<p>Equipment and Supplies</p>		<p>X</p>	<p>Both the previous Title IX school visit reports rendered this benefit category <i>Satisfactory</i>. The 2010 report documented that a uniform review, rotation, and/or replacement plan was in place, but interviews during that visit gave strong indication that this plan was not being followed. The most recent visit showed that the school had a listing of uniform purchases and written statements indicating that provision of equitable uniforms was not a requirement or priority. (See <i>KHSAA Recommended Action</i>.) All uniforms reviewed during the most recent visit appeared to be of mid-to-high quality and were provided in equitable quantities. <b>Overall spending within this benefit category could not be evaluated due to the failure of the school to provide accurate and complete</b></p>

Equipment and Supplies continued			<p><b>team rosters.</b> The fact that an equitable uniform replacement plan was not in place and the interviews giving no indication that an equitable cycle was being followed combined with the fact that per athlete spending could not be calculated renders this benefit category to be <b>deficient.</b> (See <i>KHSAA Recommended Action.</i>)</p>
Scheduling of Games and Practice Time	X		<p>Both the previous Title IX school visit reports designated this benefit category <i>Satisfactory.</i> Information provided during the most recent visit indicated that the number of competitive events scheduled for teams of “like” sports was comparable. The tour of facilities revealed that three competitive venues were shared by boys and girls. An acceptable and appropriate usage schedule showing equitable access was provided for only one of these venues—the gym. Usage schedules verifying equitable access were not available for the weight training room (see Medical and Training Facilities and Services and <i>KHSAA Recommended Action</i>) or the playing/practice field at the athletic complex which is shared by football and girls and boys soccer. (See <i>KHSAA Recommended Action.</i>) The scheduling of athletic events during the most optimal playing times was discussed with school officials who were encouraged to continue to strive for equity in this endeavor.</p>
Travel and Per Diem Allowances		X	<p>The 2000 and 2010 Title IX school visit reports rated this benefit category <i>Satisfactory.</i> The recent review of the Title IX file contained written guidelines for the equitable provision of mode of transportation for athletes. <b>There were no regulations relating to provision of parity in regard to per diem—meals and lodging.</b> The expenditures in this category could not be evaluated because the methods currently used for this process (percentage and per athlete) are both dependent on accurate numbers of participants on team rosters. <b>Due to the lack of evidence of parity in regard to per diem and the failure to provide accurate rosters allowing evaluation of expenditures in the category, this benefit category is deemed deficient.</b></p>

			(See KHSAA Recommended Action.)
Coaching	X		The 2000 Title IX school visit report rendered this benefit category <i>Satisfactory</i> . The 2010 report designated this category <i>Deficient</i> documenting that coaches' salaries appeared to strongly favor male athletes. An analysis of the extra service pay schedule reviewed during the most recent visit showed coaches' salaries to be comparable at this time. A review of the T-35 form in the 2014-15 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports was equitable. <b>An accurate coach per participant ratio for male and female athletes could not be calculated due to the failure of the school to submit accurate and complete team rosters.</b> Information gathered during the most recent visit revealed that 29% (2/7) of the head coaches of girl's teams and 43% (3/7) of the head coaches of boys teams are on-campus employees.
Locker Room, Practice and Competitive Facilities	X		The 2000 Title IX school visit report deemed this benefit category <i>Deficient</i> citing the fact that the girl's softball team did not have comparable locker rooms or game facilities. The 2010 report continued to find this category <i>Deficient</i> documenting that the softball field was still not completed, and the locker room space for softball was still unacceptable compared to the male locker rooms. The most recent visit gave clear indication that the long standing disparity in relation to the softball facility has been addressed. The new on-campus softball field has been completed. This venue provides very well appointed and maintained amenities which include a large press box that houses an exclusive coaching office and team dressing area. This new facility is in the rotation to host both the district and regional softball tournaments. The school's Title IX file contained a listing for all dressing facilities and equipment storage space provided at the school. Several of the dressing rooms are shared, but the assignment of these facilities indicate parity. All the available equipment storage space appears to be in close proximity to the competitive venue and assigned equitably. All other competitive

			venues are well maintained and seem to provide equitable amenities.
Medical and Training Facilities and Services	X		<p>The previous Title IX school visit reports rated this benefit category <i>Satisfactory</i>. The school currently has a weight training room located in the main school building near the gym. This facility appears to be easily accessible for all athletes. There was a listing in the Title IX file about this facility which gave strong indication that male students had priority in its use. <b>There was no usage schedule posted at the facility.</b> (See <i>KHSAA Recommended Action</i>.)</p> <p>The equipment provided in the weight room appears to favor male athletes, but there are some training options available that are suitable for females. The interviews, especially those with students, gave strong indication that the weight room was mostly used by male athletes. School officials were requested to take appropriate steps to provide equipment suitable for females and to <b>encourage females to take advantage of weight training options</b>. The school does not provide services of an athletic trainer for any student athletes at this time. A local physician provides free physical examinations for any athlete enrolled at the school.</p>
Publicity	X		<p>Both the 2000 and 2010 Title IX school visit reports designated this benefit category <i>Satisfactory</i>. The most recent visit revealed that the school sponsors one cheerleading squad that is assigned to cheer at all home football games. They also cheer at all home games for the boys and girls basketball teams and at away games versus district opponents for both teams. The pep band plays at all home football games and at an equal number of home boys and girls basketball games as monitored by the principal. The dance team performs at all home football games, and at home boys and girls basketball games. A local radio station broadcasts all home and away football games. The station also broadcasts all home boys' and girls' basketball games versus district opponents. The Title IX file included equitable written guidelines regarding the posting of athletic banners. There were no</p>

Publicity continued			regulations in the file calling for provision of parity in relation to athletic awards and awards banquets. (See KHSAA Recommended Action.) The school has had an athletic hall of fame. According to school administrators, this institution is no longer active. No members have been inducted for several years. <b>The per athlete spending for awards could not be calculated due to the school's failure to submit complete and accurate team rosters.</b> (See KHSAA Recommended Action.)
Support Services		X	The two previous Title IX school visit reports both rated this benefit category <i>Deficient</i> . The 2010 report stated that "general oversight of athletic expenditures by the school's administrators appeared to be lacking." Unbalanced spending in relation to the participation ratio of males and females has persisted over time. The school currently has athletic booster clubs that provide support for boys' basketball, girls' basketball, football, baseball, and softball. Some of these booster clubs house their funds in school accounts while others have funds in off-campus accounts. Interviews with school administrators offered verbal evidence that the principal must approve all booster expenditures. In order for there to be consistent monitoring of booster expenditures, this method of oversight should include written regulations or policies. The Internal Analysis Summary for the 2013-14 annual Title IX report indicates that the athletic expenditures strongly favor male athletes. The Internal Audit Summary for the 2014-15 annual Title IX report indicates that athletic expenditures strongly favor female athletes. However, neither of these documents can be used for this evaluation because both the percentage and per athlete methods of evaluating expenditures are dependent upon the accurate and complete submittal of participation members on team rosters. The school's failure to provide complete and accurate participation numbers makes this evaluation impossible at this time. Because of the reoccurring challenges in this benefit category (see deficiencies in the 2000 and

Support Services continued			2010 Title IX school visit reports), the lack of written policy in regards to administrative oversight in this benefit category, and the failure of the school to provide accurate team rosters so a comprehensive evaluation of total athletic spending can be completed renders this benefit category deficient. (See <i>KHSAA Recommended Action.</i> )
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)

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

- upgrading the softball field;
- constructing a practice field for soccer.

**It should be noted that this school has had five deficiencies designated as a result of the two previous school visits. Two of these deficiencies were re-occurring. However, the 2014-15 annual Title IX report listed no areas for improvement on the T-60 form.**

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There were three major deficiencies designated as a result of the December 8, 2015 Title IX school visit.

- The benefit category **Equipment and Supplies** was rated deficient due to the school's failure to provide an **equitable uniform review, rotation, and/or replacement plan**. Also, the submittal of inaccurate team rosters made it impossible to calculate per athlete spending within this benefit category. (See *KHSAA Recommended Action*.)
- The benefit category of **Travel and Per Diem Allowances** was rated deficient due to the school's failure to provide equitable guidelines for per diem—meals and lodging—for student athletes. Also, the submittal of incomplete and inaccurate team rosters made it impossible to calculate per athlete spending within this benefit category. (See *KHSAA Recommended Action*.)
- The benefit category of **Support Services** was rated deficient due to the school's failure to provide written evidence of administrative oversight of booster spending for the provision of parity, and the inaccurate and incomplete submittal of team rosters making it impossible to calculate total per athlete spending for all benefit categories combined.

There were also several “areas of concern” listed in the current report including:

- the lack of a usage schedule for the playing field at the athletic complex showing parity in relation to assigned practice times for the boys soccer team, the girls soccer team, and the football team. (See *KHSAA Recommended Action*);
- the lack of a usage schedule for the weight training room allowing equitable access to this facility through assigned times for use by school-sponsored teams. (See *KHSAA Recommended Action*.)
- the lack of equitable regulations for provision of athletic awards and post season banquets. (See *KHSAA Recommended Action*.)

7. KHSAA Recommended Action in relation to new deficiencies

**(Equipment and Supplies)**

On or before March 7, 2016, the school is to submit to KHSAA an equitable uniform review, rotation, and/or replacement plan which shows a full cycle of replacement for all school-sponsored teams. In an attempt to insure knowledge and implementation of this plan, the copy sent to KHSAA is to be signed by all the school's head coaches, all members of the Gender Equity Review Committee, the school's athletic director, principal, and district Title IX coordinator. This document is to become a part of the school's permanent Title IX file.

The school's April 30, 2016 annual Title IX report is to include **complete and accurate team rosters** for all school-sponsored sports so that calculations of per athlete spending in this benefit category can be completed.

**(Travel and Per Diem Allowances)**

On or before March 7, 2016, the school is to submit to KHSAA equitable written guidelines in regard to the provision of per diem—meals and lodging—for student athletes. These guidelines are to be added to the existing regulations for the provision of the mode of transportation and become a part of the school's permanent Title IX file.

The school's April 30, 2016, annual Title IX report is to include **accurate and complete team rosters** for all school-sponsored sports so that per athlete expenditures can be calculated for this benefit category.

Although not currently designated to be deficient, the following “areas of concern” are to be addressed in an attempt to insure that equitable benefits continue to be provided.

**(Scheduling of Games and Practice Times)**

On or before March 7, 2016, the school is to submit to KHSAA a written usage schedule for the competitive game and practice field provided at the athletic complex for use by the football, girl's soccer, and boy's soccer teams.

**(Medical and Training Facilities and Services)**

On or before March 7, 2016, the school is to submit to KHSAA a written usage schedule for the weight training room showing equitable access for both genders through the assignment of training times. This document is to be posted at the facility as well. In order to verify this posting, **a picture of the posted document is to be submitted to KHSAA by March 7, 2016.**

(Publicity)

On or before March 7, 2016, the school is to submit to KHSAA guidelines which show the provision of equity in relation to athletic awards for student athletes. These regulations are to be added to those already in the Title IX file which address the posting of athletic banners.

On or before March 7, 2016, the school is to submit to KHSAA written guidelines which show the provision of parity in relation to post season banquets for student athletes. These regulations are to be added to those already in the Title IX file which address the posting of banners.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

**(Support Services)**

**Before addressing this deficiency, it must be noted that this benefit category has been deemed deficient in both previous Title IX school visit reports (2000 and 2010). Being rendered deficient for a third consecutive visit certainly indicates a serious challenge for the school and an urgency for addressing this benefit category.**

On or before March 7, 2016, the school is to submit in writing to KHSAA the specific process by which booster purchases are approved by the school administration. Because this benefit area has been previously rendered deficient, written evidence of this approval process should be a part of the school's Title IX file.

The school's April 30, 2016 Title IX annual report is to include **accurate and complete team rosters** for all school sponsored teams so that an analysis of total athletic spending can be done

It is also recommended that if this benefit category continues to appear deficient when spending totals can be accurately calculated that this school be re-visited for a Title IX evaluation more frequently than required by the usual visitation cycle.

As was documented in the body of this report, it appears that the deficiency designated in the January 13, 2010 Title IX school visit report in the benefit category of *Locker Rooms, Practice and Competitive Facilities* has been addressed by the completion of a new softball facility which provides amenities comparable to the other outdoor athletic venues at the school.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Connie Compton, 125 Douglas Park, Pikeville, KY 41501  
(606) 639-0033

District Level Title IX Coordinator: Ancie Casey, 125 Douglas Park, Pikeville, KY 41501  
(606) 432-7700

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Destiny Hampton	Student Athlete	(606) 639-0033
Justin Bowling	Student Athlete	(606) 639-0033
Derwood Ratliff	Boys/Girls Track	(606) 639-0033
Dale Jarrell	Boys/Girls Soccer	(606) 639-0033
Jim Hicks	Boys Basketball	(606) 639-0033
Eric Ratliff	Football Coach	(606) 639-0033
Gregory L. Napier	Principal	(606) 639-0033
Connie Compton	Athletic Director	(606) 639-0033

10. Comments

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