



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

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

School: Taylor County High School
 Prepared By: Gordon Bocock
 Date of Re-Visit: Monday, September 17, 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)

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 the data and reports submitted, it appears that Taylor County High School is currently meeting the standards for Test 1.

- 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 Taylor County 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: According to the data and reports submitted, it appears that Taylor County High School is currently meeting the standards of Test 3 for the provision of athletic opportunities.

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. On the 2011-2012 Survey the students in 8th, 9th, 10th and 11th grades were surveyed. 847 surveys were given out and 85.5% 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 rated as satisfactory. With all the new KHSAA offerings the Gender Equity Review Committee is encouraged to keep up with the Student Interest and to document in the committee minutes Taylor County's interest in adding the sports of Bowling, Archery and Fishing.
Equipment and Supplies	Satisfactory		At the time of the first Audit in 2002 the school was asked to develop a Uniform Rotation Plan to assure that all the student athletes at Taylor County were dressed in quality uniforms on a regular basis. At the time of the second Audit in 2004 a Uniform Rotation Plan was in place and displayed in the school's Title IX File. This audit revealed that all the school's uniforms were of good and equal quality and that the rotation plan was being followed. The Gender Equity Review Committee is asked to review this policy each year and to update when necessary. All action should be reflected in the minutes of the committee.
Scheduling of Games and Practice Time	Satisfactory		It appears that all the competitive schedules are comparable in like sports. Facility schedules for like sports are in place and appear to be equal.
Travel and Per Diem Allowances	Satisfactory		This was an area that was deficient at the time of the 2002 audit. It was recommended that a Travel and Per-Diem Policy be developed that would include all aspects of travel. At the time of the 2004 audit a policy was in place and it appears that spending is equal in this area. The 2012 Audit showed some area of concern in regards to consistency with the Travel Policy. By January 2, 2013, the Gender Equity Review Committee needs to re-evaluate the current Travel and Per-Diem Policy so that coaches, athletes and parents know exactly what the policy says in regard to all the aspects of travel. A copy of this new policy should be forwarded to the KHSAA as well as being placed in the School's Title IX File and in the Athletic Handbook.

Coaching	Satisfactory		At the time of the 2002 Audit the Kentucky Department of Education had notified the KHSAA of a situation that needed to be addressed at Taylor County. Upon review of this situation in November of 2002 there was a complaint filed in regard to differences in coaching salaries. The Gender Equity Review Committee was strongly encouraged to address the complaint. At the time of the 2004 Audit all of the issues with the previous complaint were settled. At the time of the 2012 Audit the school was satisfactory in all the aspects of coaching.
Locker Rooms, Practice and Competitive Facilities	Satisfactory		<p>Since the first audit the locker room issues have been addressed and all the athletic teams have a dressing room assigned to them. Some are shared and rotated but it appears to be equal for boys and girls teams. Storage place has been a constant issue at Taylor County but it appears that all the teams are now assigned a storage area for equipment during the off seasons.</p> <p>Practice and competitive facilities appear to be equal. Since the first and second audit tremendous improvement has been made to the softball facilities and because of that the deficiency in this area has improved to satisfactory. It is recommended that the Gender Equity Review Committee take a tour of all the facilities on a yearly basis to help assure that these facilities stay on an equal basis for boys and girls and to help assure that all safety issues can be addressed and corrected.</p>

Medical and Training Facilities and Services	Satisfactory		<p>This was an area where a deficiency occurred in the 2002 Audit. The issues with the weight room have made tremendous advances. The training room in the school has excellent equipment that can benefit all the personnel involved with Taylor County High School. A brand new training facility has been added that has both male and female dressing facilities and new lifting equipment. More female friendly equipment needs to be added to assure that the equipment is equal for boys and girls. Schedules were posted on the two rooms and this should continue to happen yearly.</p> <p>The school has a training room and it is basically managed by the coaching staff. It is recommended that the Gender Equity Review Committee contact members of the Campbellsville Medical Community and Campbellsville University to see what can be worked out to provide basic daily medical services to Taylor County athletes.</p>
Publicity	Satisfactory		<p>Taylor County has one cheerleading squad that cheers equally for boys and girls teams. The Gender Equity Review Committee has come up with a policy that governs all areas of publicity at the school from various team and school award and media publications. A copy is in the School's Title IX File and it was pointed out to the Gender Equity Review Committee to review this policy each year to determine if it needs to be updated.</p>
Support Services	Satisfactory		<p>In 2002 this was an area of deficiency basically because of some very aggressive booster clubs that had no administrative control. At the time of the 2004 audit the school had adopted a Booster Club policy which appeared to have all the teams and various booster clubs working together. It is recommended that the Gender Equity Review Committee put together a policy that requires all booster spending to be approved by some type of school administrative oversight. This would be for the protection of both the school and the boosters.</p>
Athletic			Does not Apply at Taylor County High School.

Scholarships			
Tutoring			Does not Apply at Taylor County High School.
Housing and Dining Facilities and Services			Does not Apply at Taylor County High School.
Recruitment of Student Athletes			Does not Apply at Taylor County High School.

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

Since the second Title IX Audit, Taylor County High School has made significant improvements:

- o Taylor County High School has addressed the issue with coaches' salaries as directed by the Kentucky Department of Education and the KHSAA and now there are no issues in this area.
- o Taylor County High School has addressed the issues with spending inequities by having Booster Agreements in place. These agreements still need to be reviewed and updated periodically.
- o The problems of office and storage space were a big concern in the early audits, but they have since been corrected. Outdoor storage has been added and it now appears that all the teams have space to store their equipment and uniforms in the off season.
- o The softball facilities have been updated to the level of the baseball facilities. The Gender Equity Review Committee was reminded to tour the facilities each year to ensure equity.

This is the third Title IX Audit for Taylor County High School and this is the best shape the school has been in with Title IX Compliance. The Athletic Director and the Gender Equity Review Committee have worked hard and are doing a good job to assure that the best possible environment for the student athletes at Taylor County High School.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The 2012 Audit showed some area of concern in regards to consistency with the Travel Policy.

7. KHSAA Recommended Action in relation to new deficiencies

BY January 2, 2013, the Gender Equity Review Committee needs to re-evaluate the current Travel and Per-Diem Policy so that coaches, athletes and parents know exactly what the policy says in regard to all the aspects of travel. A copy of this new policy should be forwarded to the KHSAA as well as being placed in the School's Title IX File and in the Athletic Handbook.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

The only recommended action at this time is for the Gender Equity Review Committee to review and upgrade the aforementioned policies.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Jeff Gumm
100 Strawberry Lane
Campbellsville, Kentucky 42718
270-465-5875

District Level Title IX Coordinator: Angela Cook
300 Ingram Avenue
Campbellsville, Kentucky 42718
270-465-5371

Personnel in Attendance at the September 17, 2012 Taylor County High School KHSAA Title IX Audit		
Name	Title	Telephone
Gordon D. Bocock	KHSAA Audit Team	606-271-0714
Scott Franklin	Assistant Principal	270-465-1646
Jeff Gumm	Athletic Director/Title IX Coord	270-465-5875
Charles Higdon, Jr.	Principal	270-469-5757
Kathy Johnston	KHSAA Audit Team	859-494-2509
Barbara Kok	KHSAA Audit Team	859-361-2044
Jack Neely	Assistant Athletic Director	270-789-8366
Dana Rogers	Guidance Counselor	270-789-2620
Sharon Tippett	KHSAA Audit Team	859-533-2721
Shari Walters	Bookkeeper	270-465-4431
Stephen Zink	Volleyball Coach	502-553-5930

10. Comments

The Gender Equity Review Committee and school personnel are doing a very good job addressing Title IX issues as they occur.. When issues have appeared an Improvement Plan was put in place that helped solve the issues. The Gender Equity Review Committee needs to stay aggressive in reviewing and upgrading policies yearly and in particular upgrading the Booster Policies to assure the best interests of the school and the boosters.

No one showed for the public forum. The KHSAA Audit team would like to thanks Mr. Gumm for making sure that all the necessary steps were in place for us to have a successful visit. We feel certain that Mr. Gumm will work well with the Gender Equity Review Committee as they strive to make the Taylor County High School Athletic Program one that every member of the Taylor County community can be proud of.