



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

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

School Trinity High School (Whitesville)  
Prepared By: Gary W. Lawson  
Date of Re-Visit: November 13, 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)

X	A	Substantial Proportionality
X	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 rosters and data submitted indicates that the school has met the standard established by Test 1 for provision of athletic opportunities during each of the past three school years. It should be noted that the Internal Audit Summary has designated male students as the underrepresented gender in athletics for the past two school years. During school years 2013-14 and 2014-15, the standard of Test 1 was met for both male and female athletes.

- 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 information submitted give clear indication that the school has met the standard established in Test 2 for provision of athletic opportunities during each of the past two school years. The T-2 form in the 2014-15 annual report shows that a total of four teams for girls and six teams for boys have been added during the past five years. The addition of these teams has increased the female percentage of participation by 27% and the male percentage of participation by 50%.

- 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 documentation on the T-3 form showing the steps taken by the school to address the indicated student athletic interests in golf and archery make it likely that the standard established by Test 3 is currently being met. The school offers nine total teams for male participation and the same number for female participation.

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

Comments: The T-63 form in the 2013-14 annual Title IX report shows that a 100% completion rate was received on the most recent student athletic interest survey.<sup>7</sup>

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 15, 2001 Title IX school visit report rated this area <i>Satisfactory</i> because the evidence indicated that the standards established by both Tests 1 and 2 for the provision of athletic opportunities were being met. The December 8, 2009 visit report also rated this area <i>Satisfactory</i> because the school appeared to be meeting the standard established by Test 1. Annual reports submitted for the past three years give strong indication that the school is currently meeting the standards established in all three tests for the provision of athletic opportunities. The 2014-15 annual report shows that the school is meeting the standards of Tests 1 and 2 for both male and female athletes. It should be noted that the Internal Analysis Summary for the past two annual reports show males being the underrepresented gender in regard to athletics at the school. There is documentation on the T-3 form of the steps being taken to pursue the indicated interests on the most recent student athletic interest survey making it likely that the standard of Test 3 is also being met. (See a detailed explanation for all three opportunities tests on page 2 of this report.) During the most recent Title IX school visit, the Title IX file was reviewed. It was 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 for coaches, a listing of the current members of the Gender Equity Review Committee, current game schedules for all school sponsored varsity teams, facility usage schedules for the gym and weight training room (see <i>Scheduling of games and Practice Times</i>), written guidelines relating to the provision of banners and awards (see <i>Publicity and KHSAA Recommended Action</i>), two school generated athletic handbooks--one for students and one for coaches, written designation of the locker rooms and athletic</p>

<p>Accommodation of Interests and Abilities continued</p>			<p>equipment storage space assigned each team, minutes for all Gender Equity Review Committee meetings held during the past three years, a plan for the equitable review and/or replacement of uniforms, written guidelines for the provision of travel and per diem (see <i>Travel and Per Diem Allowances</i>), and a copy of the school's Athletic Facility Emergency Medical Plan (KRS 160.445). School officials were commended for the development and maintenance of a comprehensive and well organized Title IX file.</p>
<p>Equipment and Supplies</p>	<p>X</p>		<p>The 2001 and 2009 Title IX school visit reports deemed this benefit category <i>Satisfactory</i>. The 2009 report did document that the school had a uniform review/rotation plan, but it did not show equitable cycles of replacement for "like" teams. The most recent visit revealed that the school has a plan for the review and/or replacement of uniforms that is based on a four-year cycle of rotation for all teams except golf which replaces shirts annually. The school currently has a uniform contract with the Adidas Corporation. All the uniforms inspected during the visit were of high quality and appeared to be supplied in equitable quantities. According to the information submitted in the 2013-14 and 2014-15 annual Title IX reports, the school was spending approximately \$160 per female athlete and \$141 per male athlete for equipment and supplies.</p>
<p>Scheduling of Games and Practice Time</p>	<p>X</p>		<p>The two previous Title IX school visit reports designated this benefit category <i>Satisfactory</i>. According to information gathered during the most recent visit, the number of competitive events scheduled for teams of "like" sports was comparable. Facility usage schedules showing parity were in place for the gym and weight training room. <u>Upon receipt of this report, it is requested that an equitable written usage schedule be developed for the outdoor batting cage located between the baseball and softball fields and used by both teams. Copies of this schedule should be placed in the Title IX file.</u> The scheduling of athletic events during the most optimal playing times was discussed with school officials who were commended for</p>

			providing parity in regard to this benefit.
Travel and Per Diem Allowances	X		Both the earlier Title IX school visit reports rated this benefit category <i>Satisfactory</i> . The most recent review of the Title IX file showed that written guidelines indicating parity were in place for the provision of per diem (meals and lodging). There were also regulations addressing the mode of transportation used by student athletes. <u>It is requested that when this report is received, these regulations will be expanded to detail the criteria used to determine when a mini bus is used rather than a regular sized school bus.</u> The information submitted in the 2013-14 and 2014-15 annual Title IX reports show that the school was spending approximately \$71 per female athlete and \$68 per male athlete for travel and per diem.
Coaching	X		Both the 2001 and 2009 Title IX school visit reports assessed this benefit category <i>Satisfactory</i> . The school's athletic director is responsible for the evaluation of all head coaches. A written instrument is not currently being used as part of this process. A review of the extra service pay schedule for coaches showed parity. According to the data found on the T-35 form in the 2014-15 annual Title IX report, the total amounts spent for coaching salaries for teams of "like" sports were comparable. That same report contains information that shows a coaching ratio of one coach per 12 female participants while the ratio is one coach per 10 male participants. The visit revealed that 75% (3/4) of the head coaches of girl's teams and 20% (1/5) of the head coaches of boys teams are off-campus employees.
Locker Room, Practice and Competitive Facilities	X		The previous two Title IX school visit reports rendered this benefit category <i>Satisfactory</i> . At the time of the 2009 report, both the softball and baseball facilities were being renovated. The facilities tour during the most recent visit showed that upgrades at the softball and baseball fields have been completed. These venues are located at the Whitesville City Park about one mile from the school. Both facilities are excellent. They are very well maintained

Locker Room, Practice and Competitive Facilities continued			and provide almost identical amenities. The cross country team has a practice course near the gym. Cross country meets are held at Yellow Creek Park in Owensboro. The wrestling team practices at the Knights of Columbus Hall located about two and a half miles from the school. The girls and boys basketball and volleyball teams practice and compete in the school gym which is over 40 years old and in need of improvements. There is a plan in place for the construction of a new gym which, according to the drawings seen during the visit, will be a state of the art facility. There is an obvious need for locker room space. All teams at the school—both male and female—share one locker room in the gym. The plans for the new gym show four large dressing rooms. All teams at the school have assigned equipment storage space. Although this space is limited, it appears equitable.
Medical and Training Facilities and Services	X		The two earlier Title IX school visit reports deemed this category <i>Satisfactory</i> . The 2009 report documented that the school did not provide an equitable usage schedule for the weight training room. Currently, the school has a small weight training room in the gym. Interviews with coaches and student athletes indicated that the equipment provided was suitable for use by both male and female athletes. An equitable usage schedule for this facility was found in the Title IX file and posted at the venue. An athletic trainer is provided by Owensboro health services one day per week. Interviews indicated that the trainer was available on an equitable basis. All student athletes are responsible for getting their own physical examinations.
Publicity	X		The 2001 Title IX school visit report rated this benefit category <i>Satisfactory</i> but requested that the school develop equitable guidelines for the posting of banners and pictures in the gym. The 2009 report also designated this category <i>Satisfactory</i> and noted that there were equitable guidelines for some forms of athletic recognition in the school's Title IX file. The school currently sponsors one varsity cheerleading squad that cheers at all home

Publicity continued			boys and girls basketball games. The school does not have a band, dance team, or an athletic hall of fame at this time. The review of the Title IX file showed there were equitable guidelines in place for the posting of athletic recognition banners and the provision of awards. There were no specific guidelines related to post season athletic banquets or the placement of teams on the "Recognition Board" in the gym. (See <i>KHSAA Recommended Action</i> .) Information submitted in the 2013-14 and 2014-15 annual Title IX reports shows that the school was spending approximately \$6 per female athlete and \$14 per male athlete for awards. This spending seems to strongly favor male athletes.
Support Services	X		Both the previous Title IX school visit reports rated this benefit category <i>Satisfactory</i> . The school currently has one athletic booster club. This club assists student athletes by paying for maintenance and upkeep of the gym, purchasing senior recognition banners, and financing the school's "All Sports" banquet. All other athletic expenses are paid by school funds or through assessment of student athletic fees. These fees are equivalent amounts for all "like" sports. The Internal Analysis Summary for the 2013-14 annual report shows that 55% of athletic expenditures were for females who made up 54% of the participants and 45% of the expenditures were for males who were 46% of the participants. The Internal Audit Summary for 2014-15 annual Title IX report shows the school was spending approximately \$357 per female athlete and \$329 per male athlete. This analysis strongly indicates that athletic spending is well within generally accepted parameters for the provision of parity for a non-football playing school.
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities	NA		

and Services			
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:

- efforts to provide more participation opportunities for both genders;
- upgrading the gym;
- oversight of athletic expenditures for provision of parity;
- insuring that lodging for student athletes of both genders is equitable.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major deficiencies were assessed as a result of the November 13, 2015 Title IX school visit.

There were a few “areas of concern” listed in relation to:

- developing comprehensive, equitable guidelines for the provision of travel for student athletes. (See *Travel and Per Diem Allowances*.)
- developing equitable usage schedules for all shared practice facilities. (See *Scheduling of Games and Practice Times*.)
- developing comprehensive regulations for the provision of publicity for student athletes. (See *Publicity and KHSAA Recommended Action*.)

7. KHSAA Recommended Action in relation to new deficiencies

No deficiencies were designated by the November 13, 2015 Title IX school visit report.

The following “area of concern” should be addressed in an attempt to insure the continued provision of equitable benefits.

(Publicity) On or before February 4, 2016, the school is to submit to KHSAA equitable guidelines for the provision of post season athletic banquets and the posting of team displays on the Recognition Board in the gym. These guidelines are to include administrative oversight in relation to this benefit category.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

There were no deficiencies designated by the December 8, 2009 Title IX school visit report.

It should be noted that Whitesville Trinity High School has had three Title IX school visits—2001, 2009, and 2015—and has not been reported to be deficient in any area. The school is commended for continued progress in providing equitable opportunities and benefits for their student athletes

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Brock Rydecki, 10510 Main Cross St., Whitesville, KY 42378  
(270) 233-5533

District Level Title IX Coordinator: Jim Mattingly, 600 Locust St., Owensboro, KY 42303,  
(270) 683-1545

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Jim Little	Girls Basketball Coach	(270) 233-5533
Kenny Lawson	Softball Coach	(270) 233-5533
Allen Howe	Student Athlete	(270) 233-5533
Alanna Wathen	Student Athlete	(270) 233-5533
John Kirkpatrick	Boys Basketball	(270) 233-5533
Ben Morris	Science Teacher	(270) 315-5248
Ronald Williams	Principal	(270) 313-2005
DeeAnna Wathen	Teacher/Parent	(270) 233-5533
Sue Mills	Bookkeeper/Parent	(270) 316-2775
Brock Rydecki	Athletic Director/Dean	(270) 233-5533

10. Comments

No one from the community attended the Public Comments session. The athletic director was commended for the comprehensive preparation for this school visit. The meeting was adjourned at 4:40 pm EST.