



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

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

School: University Heights Academy
 Prepared By: Gary W. Lawson
 Date of Re-Visit: November 29, 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 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
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 data and calculations submitted on the annual Title IX reports, the school is currently meeting the standard established in Test 1 for provision of athletic opportunities.

- 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: It appears that the counting/calculations on the T-2 forms for school years 2009-10 and 2010-11 are incorrect. Therefore, a complete evaluation of this test is not possible. Discussions with school officials indicated that the standard established in this test is not being met at this time.

- 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 by the school, along with the recent additions of volleyball and boys and girls cross country teams, make it likely that the standard established in Test 3 for provision of athletic opportunities is being met.

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

Comments: According to documentation in the school's 2009-10 annual report, an 84% return rate was received on the most recent student athletic interest survey.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>At the time of the November 20, 2003 audit report, the school appeared to be meeting the standard established in Test 3 for provision of athletic opportunities. With the recent addition of a volleyball team and a boys and girls cross country team, the school continues to meet the standard established in Test 3. The school currently offers 12 total team opportunities for girls and nine for boys. The calculations and data submitted also indicate that Test 1 for provision of athletic opportunities is being met. The school's Title IX file was reviewed. It was found to contain the original November 20, 2003 Title IX audit report, annual Title IX reports for the past five years, an approved coaches salary schedule, a current listing of the school's Gender Equity Review Committee members, sample game schedules for all school sponsored sports, a school-generated athletic handbook for coaches and student athletes, a written usage schedule for the school gym, written guidelines regarding athletic accomplishments which included awarding letters and bars, posting of banners and display of trophies, a written designation of locker room and athletic storage space assigned each team, written minutes for all Gender Equity Review Committee meetings for the past three years, a written uniform review, rotation, and/or replacement plan, and written guidelines for the provision of travel and per diem. School officials were commended for the development and maintenance of a comprehensive Title IX file.</p>
Equipment and Supplies	X		<p>The November 20, 2003 report rated this benefit category as satisfactory but stated that a uniform review, rotation, and/or replacement plan be developed. It was also requested that attempts be made to provide storage space for athletic equipment of all school sponsored teams. The recent visit showed that the school has a uniform review plan based on a three-year cycle of rotation. <u>It was emphasized to school officials that the details of this plan</u></p>

<p>Equipment and Supplies</p> <p>continued</p>			<p><u>should be shared with the Gender Equity Review Committee and all head coaches at the school.</u> The school file lists equipment storage areas for all teams that compete on campus. A KHSAA representative visited these areas, and they appeared equitable. The uniforms and equipment reviewed during the visit seemed to be of high quality and provided equitably. According to the data submitted in the 2009-10 and 2010-11 annual reports, the school was spending approximately \$161 per female athlete and \$178 per male athlete for provision of equipment and supplies.</p>
<p>Scheduling of Games and Practice Time</p>	<p>X</p>		<p>This benefit category was rendered as deficient by the November 20, 2001 audit report because the girls basketball team was playing no prime date games at home during that school year. The school's girls basketball results for 2010-11 as posted on the KHSAA web site indicate that 50% (4/8) of their home games were played on prime dates. A review of posted game times revealed that prime time recommendations also were being met. A review of the school's current game schedules indicates that the number of competitive events scheduled for "like" sports is comparable. Information gathered during the visit indicated that all shared practice facilities are assigned equitably.</p>
<p>Travel and Per Diem Allowances</p>	<p>X</p>		<p>This category was deemed to be satisfactory by the November 20, 2003 audit report which stated that written guidelines were being developed in an attempt to provide equity in this area. The recent visit showed that written guidelines had been developed that addressed mode of transportation as well as provision of per diem. These guidelines appeared to show parity. <u>It was emphasized to school officials that the details of these guidelines/policies should be shared with the Gender Equity Review Committee as well as all head coaches at the school.</u> According to the data submitted in the 2009-10 and 2010-11 annual reports, the school was spending approximately \$69 per female athlete compared to \$56 per male</p>

			athlete for provision of travel and per diem.
Coaching	X		The total amount of money spent for coaches salaries of "like" sports as shown in the 2010-11 annual report appear comparable. A review of the school's extra service pay schedule showed parity. Overall the numbers of coaches provided for "like" teams shows a competitive balance. Forty-three per cent (3/7) of the girls coaches are on campus employees while 29% (2/7) of the boys head coaches work on campus.
Locker Rooms, Practice and Competitive Facilities	X		The November 20, 2003 report rated this benefit category as satisfactory. The report discussed the fact that the softball field was being renovated and stated that "school personnel were alerted to the fact that the amenities at the softball field should be comparable to those provided at the baseball field once renovations were complete." The recent visit showed that a new on-campus softball field has been constructed which provides amenities that are very similar in quantity and quality to those at the baseball field. Almost all locker rooms provided at the school are shared. These locker rooms appear to be assigned equitably. All the competitive venues show parity in the provision of amenities.

<p>Medical and Training Facilities and Services</p>	<p>X</p>		<p>The November 20, 2003 audit report deemed this benefit category to be satisfactory. The school currently does not provide a weight training facility for student athletes. During the visit, a few weights were found to be located in storage areas and/or athletic facilities. <u>School officials were cautioned that if a weight training room/area is established it must be equally accessible to female athletes.</u> All student athletes are currently provided with free memberships to In-Motion Rehabilitation Center for weight training. This facility is approximately three miles from the school campus. An athletic trainer is provided for all student athletes on an equitable basis through a contract with the Stuart Medical Center which also provides free physical examinations for all student athletes on a specifically designated day each year.</p>
<p>Publicity</p>	<p>X</p>		<p>The November 20, 2003 report rendered this area as satisfactory but did suggest that the school develop written guidelines for display of athletic recognition in the gym. The recent visit showed that the school now has written guidelines for provision of letters, bars, trophies, and the posting of banners in the gym. <u>School officials were encouraged to make sure that all members of the Gender Equity Review Committee as well as the school's head coaches are knowledgeable of these guidelines.</u> The school currently sponsors one cheerleading squad which cheers at all home games and an equal number of selected away games for both the boys and girls basketball teams. They also cheer at all post season tournaments for both teams. According to the 2009-10 and 2010-11 annual reports the school was spending approximately \$19 per female athlete and \$30 per male athlete for provision of athletic awards.</p>

Support Services	X		The school does not have any athletic booster clubs at this time. Much of the revenue generated for purchase of athletic benefits is through team fundraising. A review of the school's athletic spending over the past two years shows that in 2009-10 the female athletes had an advantage on both a percentage and per athlete basis. In 2010-11, the male athletes had a distinct advantage on both a percentage and per athlete basis. <u>School officials were cautioned to monitor spending so that a disparity in relation to the underrepresented sex does not continue over a two-year period.</u>
Athletic Scholarships	X		
Tutoring	X		
Housing and Dining Facilities and Services	X		
Recruitment of Student Athletes	X		

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

The school's most recent Corrective Action Plans call for the following:

- development of an equitable policy for student recognition in all sports;

- development of a handbook for coaches;
 - balancing of travel expenditures for boys and girls soccer;
 - addition of a varsity volleyball team for girls.
6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No deficiencies in the overall athletic program were designated during the November 29, 2011 school visit.

There are two major points that should be emphasized in order to avoid future disparities. The first is the communication of policies/guidelines in the areas of Equipment and Supplies (i.e. uniform review plan), Travel and Per Diem, and Publicity be made to all head coaches and members of the Gender Equity Review Committee. In addition, the school's administration should monitor athletic spending to insure that equitable benefits are provided for all student athletes.

7. KHSAA Recommended Action in relation to new deficiencies

No new deficiencies were designated by the November 29, 2011 school visit.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

The deficiency designated in the benefit area of Scheduling of Games and Practice Times by the November 20, 2003 audit report appears to have been addressed through the school's scheduling of prime date and prime time playing opportunities in recent years for the girls basketball team. (See Scheduling of Games and Practice Times in the body of this report.)

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator Tammy Staley, 224 Edgemont Drive, Hopkinsville, KY 42240
(270) 886-0254

District Level Title IX Coordinator: Tammy Staley, 224 Edgemont Drive, Hopkinsville, KY 42240
(270) 886-0254

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 875-3817
Tracie Atwood	Faculty	(270) 886-0254
Tony Kirves	Teacher/Coach	(270) 886-7369
Pam Nunn	Head of School	(270) 886-0254
Lori Harper	Parent/Board Member	(270) 886-3344
Tamara Curtis	Parent/Board Member	(270) 498-3619
Kristen Roberts	Teacher/Coach	(270) 886-0254
Becky Bradley	Teacher/Parent	(270) 886-0254
Marlee Thomas	Student Athlete	(270) 348-4142
K'Quan McNease	Student Athlete	(270) 305-2551
Marvin Denison	Administator	(270) 886-0254
Dick Weaver	Athletic Director/Teacher	(270) 886-0254
Faye Hendricks	Teacher/Coach	(270) 890-6026
Hendley Traughber	Student Athlete	(270) 881-0105
Carson Bryant	Student Athlete	(270) 893-3647
Ed Staley	Booster Club Member	(270) 885-1740
Tammy Staley	Title IX Coordinator	(270) 886-0254
Taylor Sparks	Girls Basketball Coach	(270) 350-1802

10. Comments

One person from the community attended the Public Comments session. The meeting was adjourned at 6:25 pm EST.