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Sallee, Phyllis <psallee@khsaa.org>

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## Re-submissions, 2010-2011 TITLE IX RE-VISIT REPORT

1 message

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**Martha Mullins** <mmullins@khsaa.org>

**Thu, Jun 23, 2011 at 3:48 PM**

To: Phyllis Sallee <psallee@khsaa.org>

The additional information requested from McLean County High School regarding the 2010-2011 Title IX Re-Visit Report has been received and is satisfactory. No further action is necessary.

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Phyllis,  
Please scan this material  
in the Mason County Title IX  
folder.

Thanks,  
Gene



Material requested by the the  
January 18, 2011 audit report.  
Received - 7-25-11

ok

Guy

7-25-11

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**SUPPORT SERVICES**—As an attachment to the 2010-2011 annual Title IX report, due **April 15, 2011**, school personnel will submit a chart indicating the office spaces assigned all head coaches. Include the accommodations that have been made for private conferences between off-campus coaches and players outside of practice or competition.

**The locker areas will be combined.**

**The Locker room now marked Football will be Boys Locker room- it will be for Football, Boys Basketball, and Boys Track. The Office will be used by those respective coaches.**

**The Locker Room now marked Boys Basketball will now become A Girls Locker room- Starting with Volleyball, Girls Soccer, Girls Basketball, and Girls Track. The Office area will be used by respective coaches.**

**What is now Girls Basketball will become a Ladies Fitness Room.**

C) **SUPPORT SERVICES**—As an attachment to the 2010-2011 annual Title IX report, due **April 15, 2011**, school personnel will submit an approved plan for ensuring the equitable distribution of benefits to male and female student-athletes.

**Each sports team will receive \$500 and an Additional \$100 to be used for awards. All P.O's. must now be signed by the Athletic Director as well as the High school Principal. All efforts will be made by the Administration to insure equitable distribution of said benefits by spreadsheet.**

D) **SUPPORT SERVICES**—As an attachment to the 2010-2011 annual Title IX report, due **April 15, 2011**, school personnel will submit approved policies on the following:

- 1) The role and duties of the Gender Equity Review Committee

**The roll of the gender equity committee will be:**

**Review the areas of compliance -Accommodations of Interest, equipment and supplies, Scheduling of games, Travel, coaching. Locker room and practice areas, Medical and training area, Publicity, Support service, Tutoring, and Athletic scholarships. To develop policy for those areas. To monitor over athletic needs of sports programs.**

2) The provision of athletic gear by the school from central budgets and fund raising, and what the student-athlete is required to purchase. Include the process by which monitoring for Title IX compliance is ensured.

The Mclean county Board of Education has set a uniform rotation of \$3000 per Sports Team with a two team rotation per year. The uniform samples will be displayed and the committee will recommend the uniform based on Quality. Shoes and other clothing (sliding shorts, socks other than game socks, pads, and gloves) will be the responsibility of the student.

3) A policy for per diem for regular season play to include lodging.

For regular season play no sports team will be allowed to take overnight trips during the school week. Tournaments will be excluded. If a team stays overnight it will be the responsibility of that individual program to pay for lodging and meals. The McLean County Board of Education will pay for Travel bus only. The bus driver will be paid for from the account of said team taking the trip. Athletic Director will monitor trips to provide a equal opportunity of all sports programs.

4) A policy for on-campus meal service, i.e. pre-game meal service or snacks

Food services will offer at the request of each coach a meal. The meal will be limited to sandwich, fruit, chips, snack bar, and water. Individual team coaches will be responsible for getting the schedule of games, number of meals. Coaches will pick up of these meals from the food services department head.

5) A policy for awards for student-athletic achievement.

#### **Letter Awards**

**It is solely the head coach's determination as to who letters in a particular sport. As approved by the Athletic Administration for the promotion of success.**

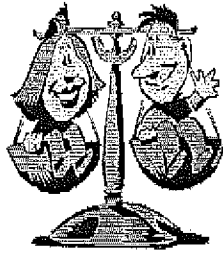
#### **Other Awards**

**The Mclean County High Athletic Department recognizes, by certificate or plaque, those student-athletes who qualify as All-Conference, All District,**

**All State.**

**A variety of individual awards are given in their respective sports at the discretion of each coach.**

**Team Awards will be given For: District Winners, Regional Winners and State Winners. Banners for displaying team year will be in the gym for Volleyball, Cheerleading, Girls Basketball and Boys Basketball. State winners Picture will be displayed in Gym. All other Sports will have their respective awards placed at the location of their Playing areas**



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

**(For schools re-visited during the 2010-2011 school year)**

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School: McLean County High School  
Prepared By: Martha Mullins  
January 18, 2011  
Telephone Number of Reviewer: (859) 299-5472  
Reviewed By: **Darren Bilberry, Asst. Commissioner**

1. Completed Required Forms

- Verification of Forms (Form GE-50) Yes  No
- Participation Opportunities Summary Chart (Form T-70) Yes  No
- Benefits Summary Charts (Forms T-71 & T-72) Yes  No
- Benefits Publicity (Form T-73) Yes  No
- Corrective Action Plan Summary Charts (Form T-74) 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:

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:

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: Students have indicated on the Student Interest Survey an ongoing interests in cross-country, tennis, and swimming and diving. School personnel were advised to address these interests formally, documenting the attempts and their results.

Tennis was a part of the athletics program at the time of the original on-site visit. Subsequent water damage to the courts resulted in discontinuation of the sport.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?

Yes  No

Comments:

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		The school has met the standards for Title IX compliance with Test 1 for the 2010-2011 school year.
Equipment and Supplies	X		<p>There was no significant difference in the provision of this benefit to male and female sports. The school has implemented a uniform purchase rotation plan to better monitor equitable distribution of new uniforms.</p> <p>It was reported that volleyball players and baseball players have been purchasing their own uniforms. The rationale given was the players wished to retain the uniforms instead of having them placed in the school's athletics inventory.</p> <p>Some teams raise funds in order to be purchase shoes.</p>
Scheduling of Games and Practice Time	X		<p>The school has met the requirements for scheduling girls' basketball home games for the 2010-2011 season. Use of the gym is rotated between boys' and girls' basketball during the season. Usage charts did not delineate gym use for volleyball; however no conflict regarding scheduling was reported by coaches.</p> <p>No written policy was found that outlined the process of scheduling and approval of competitive schedules. It is recommended that the Gender Equity Review Committee review all schedules and that its approval be a part of the meeting minutes prior to final approval by administration.</p> <p>No policy was found related to the approval of the scheduling of over-night trips. cursory review of current-year schedules and interviews with student-athletes did not reveal evidence of gender bias.</p>
Travel and Per Diem Allowances		X	<p>Policy set by the local Board of Education requires that all student-athletes be transported by bus.</p> <p>Current policy requires players to pay for meals</p>



			<p>following competition, except in the case of KHSAA tournaments. No policy was found related to pre-game meals.</p> <p>It was not clear how lodging expenses and per diem allowances for invitational tournaments or overnight trips were managed</p>
Coaching	X		<p>A review of coaching stipends showed no discrepancy in the amount of compensation paid to coaches of like-sports. Differentials among coaches appeared to be the result of base salaries for teaching, which are based on levels of experience and certification. In so far as salary was an indication of experience, it appeared coaches of male teams were more experienced than those for female teams.</p> <p>Since the original on-site visit there has been an attrition of female coaches. It is recommended that an emphasis be placed on providing more female coaches.</p> <p>It was noted that financial assistance for coaches' attendance at state tournaments was outlined in the school's coaching guidelines; however no stipends for professional development of coaching skills were recorded. If coaches of male sports have more experience than those for female sports, it is recommended that compensated professional development opportunities be provided for the less experienced coaches.</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>All locker rooms are shared except those for boys' and girls' basketball.</p> <p>The softball dressing area had individual clothes hooks and shelving in lieu of lockers. It is recommended that individual lockers or similar arrangement be provided which provides security and privacy for personal belongings.</p> <p>It is recommended that contrasting coloring be applied to the outfield fence on the softball field to improve visual acuity and safety for players. A green windscreen was suggested.</p>
Medical and Training Facilities	X		<p>The school does not have a training room. School personnel reported having a volunteer medical professional on contract to provide</p>

and Services			<p>services once a week for therapeutic review and advisement.</p> <p>The weight room is accessible to all athletes. School personnel were advised to provide equipment more suitable for use by female athletes and for middle school players. In addition, it was suggested that motivational amenities be added to the walls to encourage participants in all sports.</p>
Publicity		X	<p>There is no organized booster club. Parental groups support individual team activities.</p> <p>Policies on an awards system to recognize student-athlete achievement were limited to notice that the district would provide one hundred dollars to each athletic team for awards.</p>
			<p>No written policy was found on the selection and assignment of cheerleaders, though the form submitted on Publicity-Support groups. Form T-73 for the re-visit reflected equitable practices used by school personnel for these purposes.</p> <p>Spirit groups should be encouraged to support and promote attendance at more girls' sporting events than just basketball.</p> <p>No policies were found related to award banquets or other ceremonies. Placement of trophies, enlarged team photographs, banners or other symbols of recognition were not present.</p>
Support Services		X	<p>The central distribution of funds for team needs has been limited. The money raised by individual teams has been theirs to spend according to requests by the head coach for specific services, travel (other than bus transportation), and purchase of equipment, awards, or other sport-specific items.</p> <p>A strategy needs to be developed to ensure that the benefits provided student-athletes are distributed between male and female teams equitably.</p> <p>The provision of office space for coaches was reviewed. It was recommended that offices</p>

			with attached rest rooms be divided equally between coaches of male and female sports. It was recommended that arrangements be made on campus for private conferences with players outside of practice or competition in those instances where office space is not provided, i.e. off-campus coaches.
Athletic Scholarships	N/A		
Tutoring	N/A		
Housing and Dining Facilities and Services	X		Policy should be developed related to provision of pre-game and/or any other on-campus meal service connected to team practice or competition.
Recruitment of Student Athletes	N/A		

5. Brief Summary/Analysis of the Corrective Action Plan (Form T-74)

Focus has been on the improvement and construction of facilities and in increasing girls' participation in athletics

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The school lacks central policy that ensures the monitoring of gender equity in the provision of benefits.

7. KHSAA Recommended Action in relation to new deficiencies or areas of concern

As an attachment to the 2010-2011 annual Title IX report, **due April 15, 2011**, school personnel will submit the plan for addressing the softball dressing area inadequacies and the provision of better visual safety for the outfield fencing.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

NO  
A) **PUBLICITY**—As an attachment to the 2010-2011 annual Title IX report, **due April 15, 2011**, school personnel will submit a listing of events or projects planned for the 2011-2012 school year which are designed to promote attendance at girls' sport competitions.

NO  
B) **SUPPORT SERVICES**—As an attachment to the 2010-2011 annual Title IX report, **due April 15, 2011**, school personnel will submit a chart indicating the office spaces assigned all head coaches. Include the accommodations that have been made for private conferences between off-campus coaches and players outside of practice or competition.

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- 3) A policy for per diem for regular season play to include lodging.
- 4) A policy for on-campus meal service, i.e. pre-game meal service or snacks
- 5) A policy for awards for student-athletic achievement.

NOTE: include any other policies developed for the specific operation of the athletics program at the school.

## 9. Attendance

High School Title IX Coordinator: Marshall Enoch

District Level Title IX Coordinator: Marshall Enoch

Name	Title	Telephone
Tony Howell	Girls' Soccer Coach	270-499-0448
Brent Mathew	Girls' Basketball Coach	270-993-8664
Ashley Troutman	Principal	270-316-1412
David McCammon	Football Coach	270-316-2984
DeAnn Percy	Parent	270-316-8136
Shelley Roberts	Parent	270-543-2372
Kelsey Colter	Student-athlete	270-799-7852
Madison Peerey	Student-athlete	270-231-0120
Kelly Baird	Board Member	270-314-4112
Morgan Davis	Student-athlete	270-316-5650
Chris Stein	Volleyball Coach	270-929-2973
Marshall Enoch	Athletics Director	270-278-5407
Gordon Bocock	KHSAA Auditor	859-299-5472
Martha Mullins	KHSAA Auditor	859-269-3394

## 10. Comments:

School personnel were prepared for the re-visit. All members of the Gender Equity Review Committee were in attendance at the meeting and actively participated in discussions. The school's permanent Title IX file was available for review and appeared up to date.

Since the original visit in 2001-2002 the school has added volleyball and soccer for girls, more accurately reflecting interests expressed by female students. Other deficiencies have been corrected for the most part, with the exceptions of support services where office space inequities remain and financial reporting hinders thorough analysis; and, the support of cheerleading and other spirit efforts still is provided disproportionately to two male sports and only one female sport. As noted in the original visit report as well, an evaluation of the work load for the athletics director position is recommended.

The public meeting did not materialize.

**To: "Darren Bilberry, KHSAA" <dbilberry@khsaa.org>**  
**Subject: Copy: Title IX Re-Visit Audit Report- McLean County High School**  
**From: "Darren Bilberry, KHSAA" <dbilberry@khsaa.org>**  
**Date: Tue, 1 Mar 2011 15:01:15 -0500 (EST)**

**Attachment: McLean Co. H.S..doc**

Please find attached a copy of the KHSAA Title IX Re-Visit Final Audit Report for McLean County High School that was conducted on January 18, 2011 by auditors Dr. Martha Mullins and Gary Lawson. If you have questions or need additional information, please contact our office at your convenience. Thank you.

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Darren Bilberry  
Assistant Commissioner  
Kentucky High School Athletic Association  
Telephone- 859-299-5472  
Fax: 859-293-5999  
E-Mail: [dbilberry@khsaa.org](mailto:dbilberry@khsaa.org)