



KHSAA TITLE IX RE-VISIT FINAL AUDIT REPORT

(For schools re-visited during the 2004-2005 school year)

School: **Adair County High School**
Reviewed By: **Gary W. Lawson**
Date of Re-Visit: **January 25, 2005**
Telephone Number of Reviewer: **(859) 299-5472**

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)

	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 calculations provided by school personnel, the standard established in Test #1 has been met during one of the past three school years (2002-2003).

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 data provided by school personnel, the standard established in this test has not been met during any of the past three school years.

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 responses given by school personnel on Test #3, the standard has been met in all of the past three school years. It appears from the student survey that there are some interests indicated that could and should be pursued by school officials in the future.

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

Yes No

Comments:

According to discussions with school officials and students during the most recent visit, it would appear that the student body was properly 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>According to responses and information provided by school officials, it would appear that the standard in Test #3 for Athletic Opportunities is being met. There is concern by KHSAA officials that there is a definite need for more documented pursuit of student interests to take place in the future. This need was discussed with school officials and they were told that <u>this documentation is to be reflected on their April 15, 2005 annual submittal to the KHSAA.</u> The school's Title IX file was in much better condition than was found on the original school visit. Gender Equity Review Committee meeting minutes appeared to reflect that the required meetings had been held at the proper times. The fact that the student member of the Gender Equity Committee is a male was discussed. School officials were told that their April 15, 2005 annual submittal to the KHSAA should reflect a <u>gender balance</u> on the Committee. The school added a volleyball program in 2003 which has increased female participation.</p>
Equipment and Supplies	X		<p>The school visit showed basic equivalence in this area. The November 19, 2001 original audit report requested the school to look into the feasibility of implementing a uniform replacement plan based on equitable rotation. According to interviews with school officials, there has been <u>no attempt to implement any plan</u> related to uniform rotation and replacement. Therefore, <u>the school's April 15, 2005 Corrective Action Plan is to include documentation of such a plan.</u> Although conflicting expenditures were submitted by school personnel, it appears that the school is currently spending approximately \$139 per female athlete and approximately \$185 per male athlete for equipment and supplies.</p>

Scheduling of Games and Practice Time	X		The school's Title IX file included a facilities usage and practice rotation schedule which appeared equitable. A review of the school's basketball schedules indicates parity since the girls' team is scheduled to play 55% of their games and the boys' team is scheduled to play 50% of their games in prime time.
Travel and Per Diem Allowances	X		The need for policy on meal allotments was emphasized to school officials. Again, although the figures submitted by school personnel were not accurate in all areas, spending appeared equitable. There appeared to be minimal monitoring of booster spending in this area.
Coaching	X		According to the school's most recent submittal to the KHSAA, all head coaches are employed on the school campus. The need to attempt to hire more female coaches was documented in the November, 2001 original school report. Since that time, the school has employed two female assistant coaches. A review of the school's extra service pay schedule appears equitable.
Locker Rooms, Practice and Competitive Facilities		X	This area has become deficient since the 2001 original school visit due to the failure to complete the amenities at the school softball field. A new field was constructed in 2002 which has basically the same amenities as the school baseball field, except that lights have yet to be installed. The school's last four Corrective Action Plans have said lights would be installed; but, as of this date, this action has not occurred. To compound this problem, the school system has attempted to construct a new football field with new lights. Due to a failure to meet building specifications, neither the football field nor the lights are currently being used (See KHSAA Recommended Action). It appears that the school's failure to make equity a priority in this area has led to a definite imbalance. The construction of a new gymnasium appears to provide enough locker space for all sports. It was emphasized that equitable assignment of this space should be a school priority.

Medical and Training Facilities and Services	X		The school currently has a large and adequately equipped weight room. The need for a posted weight training schedule was discussed with school officials during the November, 2001 original school visit. This need was documented in the November 19, 2001 school report. The most recent school re-visit showed no posted schedule. Therefore, <u>again, it is requested that this schedule be developed and become a part of the school's April 15, 2005 Corrective Action Plan submitted to the KHSAA.</u>
Publicity	X		According to the school's Re-Visit form, it currently has one cheerleading squad which cheers at all home games and at away district games for both the boys' and girls' basketball teams. School officials stated that they do have a written policy for the posting of athletic recognition. This policy was not found in the school's Title IX file.
Support Services		X	This area was designated as deficient after the November, 2001 original visit primarily because of the school's failure to submit accurate information in relation to school spending and the concern over lack of administrative oversight of booster clubs in relation to equitable spending. Documentation of athletic spending submitted on the school's April 15, 2004 submittal and on the school's Re-Visit form is still confusing. Discussions with school officials clarified the situation to some extent. This area continues to be deficient because there still appears to be insufficient administrative control over booster spending in order to ensure an equivalence of benefits (See KHSAA Recommended Action). According to school officials, there are currently six active booster clubs, all with off-campus bank accounts. The school requires no prior approval for any booster club spending.
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 Plan calls for the installation of lights at the softball field and the employment of an assistant volleyball coach.

6. Observed Deficiencies in Overall Girls and Boys Athletic Programs

The two major deficiencies observed in the Adair County High School athletic program are the failure to provide equitable amenities at the softball field and the lack of a school plan for monitoring school booster clubs' spending.

7. KHSAA Recommended Action in relation to new deficiencies:

(Locker Rooms, Practice and Competitive Facilities)

On or before **March 20, 2005**, school personnel are to submit to the KHSAA a letter containing the projected date for the installation of lights at the school's softball field. This letter is to be signed by the Board of Education Chairperson, Superintendent, Principal, and District Title IX coordinator. If the date of this installation is later than **May 1, 2005**, school officials are alerted to the fact that the KHSAA will consider punitive action in relation to the school's athletic program.

8. KHSAA Recommended Action in relation to re-occurring deficiencies:

(Support Services)

On or before **March 20, 2005**, school personnel are to submit a letter to the KHSAA describing how the school administration monitors its booster clubs in relation to the provision of equitable benefits for athletes at the school. This letter should include, but not be limited to, any written agreements with current booster clubs.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Jim Moss

District Level Title IX Coordinator: Sammy Taylor

Name	Title	Telephone
Gary W. Lawson	KHSAA Audit Team	(502) 875-3817
Sammy Taylor	District Title IX Coordinator	(270) 384-2476
Cathy Brockman	Parent	(270) 384-3323
Marsha Walker	School board member	(270) 384-2243
Vanessa Kay Burton	Gender Equity Committee	(606) 678-3070
Shelia Willis	Teacher	(270) 384-2751
Brent Campbell	Teacher	(270) 384-2751
Mike Akin	Principal	(270) 384-2751
Susan Peck	Teacher	(270) 384-6853
Troy Young	Assistant Principal	(270) 384-2751
Jim Moss	Athletic Director	(270) 384-2751
Phyllis Catlett	KHSAA Audit Team	(859) 299-5472

10. Comments

No one from the community attended the public comments session. The meeting was adjourned at 5:15 p.m.