



KHSAA TITLE IX RE-VISIT FINAL AUDIT REPORT

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

School: Adair County
Prepared By: Gary W. Lawson
Date of Re-Visit: October 2, 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)

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 submitted, the school is not currently meeting the standard established in Test 1 for provision of athletic opportunities. The T-1 form in the 2011-12 annual report shows that the percentage of participation for females is 38.5% while the percentage of enrollment of females is 50%.

- 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 information submitted to KHSAA, the school has not met the standard established in Test 2 for provision of athletic opportunities during any of the past three school years. The 2011-12 annual report indicates that the school has not added any athletic teams at any level for either gender during the past five 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: The information on the T-3 form and the most recent student athletic interest survey indicate that the standard established in Test 3 for provision of athletic opportunities is not being met. There are indicated interests in several sports for female athletes that have not been addressed. (See *Accommodation of Interests and KHSAA Recommended Action.*)

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

Comments: The student athletic interest survey was not administered in 2011-12 as requested by KHSAA. A waiver was granted, but the school will be required to administer the survey in the 2012-13 and 2013-14 school years. The survey was administered in 2010-11, and according to documentation on the T-63 form in the 2010-11 annual report, an 83% return rate was received on this 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>The November 19, 2001 and the January 25, 2005 school visit reports rated this category to be satisfactory. In 2001, it appeared the school was meeting the standards established in both Tests 1 and 3. In 2005, the responses and information indicated that the standard established in Test 3 was being met. The information gathered from the most recent visit showed the school is not meeting the standards established in any of the three tests. In order to meet the standard of Test 3, the indicated interests in girls cross country (23), girls soccer (37), bowling (90), and archery (108) need to be pursued for validity. (See <i>KHSAA Recommended Action</i>.) A KHSAA representative reviewed the school's Corrective Action plans. It was recommended to school officials that these plans address the area of opportunities and also specific completion dates be placed in Column #3 on the T-60 form. The Title IX file at the school was reviewed. It was found to contain the two previous Title IX audit reports, Title IX annual reports for the past five years, a board-approved salary schedule for coaches, a current listing of the membership of the Gender Equity Review Committee, sample game schedules for all school sponsored sports, game programs for football and boys and girls basketball, a sample written booster club agreement, written facility usage schedules for the gym and weight room, written guidelines for display of banners and trophies, a written designation of the locker room space, and the athletic storage space assigned each team, written Gender Equity Review Committee minutes for the past three years, a written uniform review, rotation, and/or replacement plan, and written guidelines relating to the equitable provision of travel and per diem. (See <i>Travel and Per Diem</i>.) <u>School officials were commended for their development and maintenance of a comprehensive Title IX file. There was great improvement in this endeavor compared to</u></p>

			<u>earlier visits.</u>
Equipment and Supplies	X		This benefit category was rated as satisfactory in November, 2001 and January, 2005. It was mentioned in both reports that the school had no evidence of an equitable uniform review, rotation, and/or replacement plan. The recent visit showed that a uniform rotation plan based on a four-year cycle was in place. The uniform and equipment reviewed during the visit was equitable in both quantity and quality. According to the information submitted on the T-35 and T-36 forms, the school was spending approximately \$64 per female athlete and \$119 per male athlete for equipment and supplies.
Scheduling of Games and Practice Time	X		Both the 2001 and the 2005 school visit reports found this benefit category to be satisfactory. A review of the game schedules showed that the number of competitive events for teams of "like" sports showed parity with the possible exception of baseball (36 contests) and softball (27 contests). <u>It was requested that this situation be discussed with the coaches involved, and that these sports be monitored for provision of equivalence.</u> All shared practice facilities appeared to be assigned equitably.
Travel and Per Diem Allowances	X		The November 19, 2001 and the January 25, 2005 reports deemed this benefit area as satisfactory. The 2005 report did emphasize the need for equitable written guidelines for the provision of per diem, and the need for monitoring booster spending in this category. The school currently has written guidelines which address the mode of transportation and the provision of per diem. The information in the 2011-12 annual report shows that the school was spending approximately \$56 per male athlete compared to \$91 per female athlete for travel and per diem.
Coaching	X		The 2001 and the 2005 school visit reports rated this benefit category to be satisfactory. The total amounts of money spent for coaches

			salaries for teams of “like” sports are comparable. The school district’s extra service pay schedule showed parity. The number of coaches provided for teams of “like” sports appeared to be equivalent. Information supplied during this visit showed that 66% of both the boys and girls head coaches are on-campus employees.
Locker Rooms, Practice and Competitive Facilities	X		The November 19, 2001 school visit report rated this category as satisfactory. It mentioned that the new on-campus softball field was being completed. The January 25, 2005 report rendered this category <i>DEFICIENT</i> primarily because the softball field still had not been completed (no lights). During the period between the first and second Title IX visits, a new football field with lights had been constructed. The recent visit revealed that lights had been installed at the softball field. The completed field appears to provide essentially the same amenities as the baseball field. It does seem that there is greater emphasis placed on maintenance at the baseball field than at the softball field. <u>School administrators and the Gender Equity Review Committee members were requested to investigate this situation.</u> All the school’s available locker room and equipment storage space seems to be assigned equitably. It was also requested that school officials evaluate the proximity of the girls softball dressing room in comparison to the other dressing rooms for outdoor facilities. All the other competitive facilities appeared to provide equivalence of amenities.

Medical and Training Facilities and Services	X		<p>The November, 2001 and the January, 2005 reports deemed this category as satisfactory but did state that on both occasions there was <u>no evidence of an equitable usage schedule for the school's weight training room.</u> The recent visit revealed that a schedule had been developed. Copies were found in the Title IX file and there was a public posting of the schedule on a bulletin board outside the facility. The location of the weight room appeared to be accessible for all student athletes. There is weight training equipment that is appropriate for use by females. No athletic training services are available for any athletes at the school. Free physical examinations are provided through appointments by a local chiropractor for any student athlete.</p>
Publicity	X		<p>Both the 2001 and 2005 school visit reports rendered this benefit category to be satisfactory. Both reports also requested that written guidelines for the posting of athletic recognition be developed and implemented. The recent visit revealed that written guidelines had been developed for the posting of banners and the placement of trophies. <u>It was suggested to school officials that these guidelines be expanded to include the retirement of jerseys and the financial provisions made to teams for awards banquets.</u> The school currently has one cheerleading squad which cheers at all home football and boys and girls basketball games. The pep band performs as well at all home football and boys and girls basketball games. A local radio station broadcasts all football and boys and girls basketball games. The information provided in the 2011-12 annual report shows parity in spending for both awards and publicity.</p>
Support Services	X		<p>The November 19, 2001 school visit report designated this benefit area to be <i>DEFICIENT</i> due to the school's failure to submit accurate data on the T-35 and T-36 forms. The January 25, 2005 report again rated this category as</p>

Support Services continued			<p><i>DEFICIENT</i> because the spending data submitted still appeared to be inaccurate, and there was no evidence of administrative oversight of booster club spending. According to information provided during the most recent visit, the school currently has booster clubs for football, girls basketball, boys basketball, girls golf, boys golf, baseball, and softball. There are signed booster club agreements with all the above-mentioned clubs. There is also a procedure in place (beginning in 2011) whereby the athletic director checks booster spending on a monthly basis for the provision of equity. Data and information submitted in the 2010-11 annual report indicates that total spending was outside acceptable parameters for provision of equitable support on both a percentage and a per athlete basis (approximately \$624 per male athlete and \$337 per female athlete). This was the third consecutive year that spending had favored male athletes. (See <i>T-35 and T-36 forms in annual Title IX reports for 2008-09 and 2009-10.</i>) In school year 2011-12, <u>after the implementation of a procedure to monitor booster club expenditures</u>, spending was found to be within acceptable parameters on both a percentage and per athlete basis (approximately \$409 per male athlete and \$385 per female athlete). School officials were cautioned to continue to closely monitor all athletic spending in order to maintain equitable benefits every year. The procedures put in place and the recent improvements in regard to equitable spending renders this category now to be satisfactory.</p>
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		

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

The school's most recent Improvement Plan call for the following:

- implementing an improved weight training program for both genders;
- monitoring athletic spending for provision of equity;
- implementing a schedule for use of the weight training room;
- working with media outlets to improve publicity for all sports.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The one major deficiency designated by the most recent school visit is in the area of ***Accommodation of Interests and Abilities***. Documentation submitted to KHSAA indicates that the school is not meeting the standard established in any of the three tests for provision of athletic opportunities.

7. KHSAA Recommended Action in relation to new deficiencies

On or before January 9, 2013, the school is to submit to KHSAA written evidence of the specific steps taken to address the validity of the indicated interest in girls sports documented in the 2010-11 Student Athletic Interest Survey. The interests evaluated should include, but not necessarily be limited to, girls soccer, bowling, archery, and girls cross country. The time, dates, numbers of students in attendance, and students' grade levels should be included in the documentation sent to KHSAA.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

The deficiency designated in the area of *Locker Rooms, Practice and Competitive Facilities* in the January 25, 2005 report appears to have been addressed by the installation of lights at the softball field.

The deficiencies designated in *Support Services* in both the November 19, 2001 and the January 25, 2005 school visit reports have been addressed by the implementation of specific procedures for monitoring of booster club spending for the provision of equity and the information in the 2011-12 annual report which indicates that current spending suggests equivalence of support.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Brent Campbell, 526 Indian Dr., Columbia KY 42728
(270) 384-2751

District Level Title IX Coordinator: David Jones, 1328 Greensburg Rd., Columbia, KY 42728
(270) 384-2476

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Brent Campbell	Athletic Director	(270) 384-2751
John Shelley	Parent/Teacher/Coach	(270) 384-2751 x 118
Ann Young	Counselor	(270) 384-6515
Troy Young	Principal	(270) 384-2751
Linda Collins	Bookkeeper	(270) 384-2751
Susan Peck	Teacher/Parent	(270) 384-6853

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 4:20 pm EDT.