



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

(For schools re-visited during the 2014-2015 school year)

School: Apollo High School
 Prepared By: Kathy Johnston
 Date of Re-Visit: November 20, 2014
 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)

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 and submitted reports for the years 2012-2014, it appears that Apollo High School does not meet the standard of Test 1 for the 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: According to the data and submitted reports for the years 2012-2014, it appears that Apollo High School does not meet the standard of Test 2 for the provision of athletic opportunities.

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 data and submitted reports for the years 2012-2014, it appears that Apollo High School does not meet the standard of Test 3 for the provision of athletic opportunities.

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

Yes No

Comments: According to submitted reports, the Student Interest Survey was not administered during the 2013-2014 school year, therefore, an accurate assessment of interests and abilities could not be determined.

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 submitted data and reports of 2013-2014 shows that Apollo High School did not meet the standard of Test 1, Test 2, or Test 3 for the provision of athletic opportunities. During the 2013-2014 school year, Apollo High School did not meet the requirements as set forth by the Kentucky High School Athletic Association with regard to holding a minimum of three (3) Gender Equity Committee meetings and did not administer the required Student Interest Survey. In the previous audits of 2001 and 2010, Apollo met the standard of Test 3 for the provision of athletic opportunities. Submitted roster data from the 2014 Annual Report shows that there are eleven (11) varsity sports for females and twelve (12) for males. Interviews with administration and a review of team roster submission have shown that bowling and archery were added during the 2013-2014 school year.</p> <p>(see recommendation 7.)</p> <p>There was viewed evidence in the school Title IX file of required previous audit reports, all previous Annual Reports, and Gender Equity Committee meeting agendas and minutes for years prior to 2013-2014.</p>
Equipment and Supplies	X		<p>There was written evidence of a five (5) year uniform review plan for replacement and/or purchase. As part of the review plan, there was viewed evidence that a maximum \$1500.00 stipend is given to teams to aid in the purchase of uniforms and/or equipment. Viewed uniforms appeared to be of high quality and comparable for the quantity provided. All other viewed equipment appeared to be of high quality and available for equitable access.</p>

Scheduling of Games and Practice Time	X		<p>There was viewed evidence of the most recent game schedules through the use of the school website and printed schedule cards. Viewed schedules showed comparability and equity with regard to the number of competitive event opportunities provided. The most recent game schedules of all sports were not included in the file.</p> <p>(see recommendation 7.a.)</p> <p>There was viewed evidence of equitable scheduling for the shared facilities of the main gym and auxiliary gym.</p>
Travel and Per Diem Allowances	X		<p>There was written evidence of a travel guideline that provided for school bus transport and specifics of team transport to events within 100 miles from the school and those events that fall outside the 100 mile range. Interviews with administration and coaches also indicated the recent school board approval of an arrangement with Enterprise that deals with the rental of vans for team transport.</p> <p>(see recommendation 7.b.)</p> <p>There was also written evidence of a per diem guideline that outlined specifics with regard to daily or per meal allowance and the type and condition of lodging for overnight stay. It was written that all overnight trips require prior administrative approval.</p>

Coaching	X		<p>There was viewed evidence of a school board approved salary schedule which showed overall equivalence in salary provided and comparable in the number of coaching positions. The approximate athlete to coach ratio, with regard to availability, is 11:1 for males and 12:1 for females. There was viewed evidence of an evaluation tool that is used by school administration to evaluate head coaches at the end of each season. There is also an evaluation tool that head coaches use to evaluate assistant coaches.</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>There was written evidence of locker room assignment for all teams. Viewed locker rooms appeared to be equitable and with similar amenities. There was viewed evidence of storage space but no written evidence within the Title IX file.</p> <p>(see recommendation 7.c.)</p> <p>All viewed practice and competitive facilities appear to be excellent and well maintained. Major additions since the previous audit include the addition of a locker room and indoor hitting facility at the softball complex area. Off campus competitive facilities include Ben Hawes Golf Course for golf, Panther Creek Park for cross country, Health Park for swimming, and Diamond South for bowling.</p>

Medical and Training Facilities and Services	X	<p>There was viewed evidence of one (1) weight room and one (1) nautilus room. Both rooms are very spacious, well maintained, and with appropriate equipment for female use. Interviews with administration and coaches indicate that since the hiring of a Strength and Conditioning Coach, all teams have made better use of the weight room. Interviews with the Strength and Conditioning Coach supported the more frequent use of the weight room by all teams. There was written evidence of a usage and access schedule in the Title IX file. An athletic trainer is made available through a contract with Owensboro Health. The trainer is available on a daily basis and at all home events. The trainer's office is located in the upper area of the gymnasium. A schedule showing contact and access was posted at the site. Interviews with administration indicated that athletic physicals are the responsibility of each student. There was viewed evidence of emergency plans for all facilities, specific to each team or activity, located in the file.</p>
Publicity	X	<p>There was written evidence of an awards guideline that listed the provisions for school awards, photo and banner displays, and end-of-season banquets. There was also viewed evidence of sport schedule cards for all fall, winter, and spring sports/activities as well as souvenir programs for all fall and winter sports/activities. There was also written evidence of scheduled 'photo days' for the fall, winter, and spring sports and activities. This allowed for media exposure, yearbook, and student purchase of photos. There was written evidence of a guideline that provided for administrative oversight relative to the equitable scheduling for the provided support groups of cheerleading, ROTC, band, and dance teams. There was also written evidence of criteria for the nomination, selection, and award display of the Apollo Hall of Fame. Interviews with coaches indicate a desire for multiple team(s) recognition at pep assemblies and also more focused recognition for those teams who have success in the post season (i.e. regional championships).</p>

Support Services	X		An overall review of expenditures for a two-year cycle shows that Apollo High School has met the acceptable parameters both on a percentage and a per athlete basis. There is one booster organization that offers support to all teams. Written evidence showed that all fundraisers and expenditures follow the guidelines as set forth by the school administration of Apollo High School. Interviews with coaches indicated knowledge of the process for approval to purchase items. All viewed office space appeared to be assigned equitably.
Athletic Scholarships			N/A
Tutoring			N/A
Housing and Dining Facilities and Services			N/A
Recruitment of Student Athletes			N/A

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

- Schedule four Title IX meeting dates
- Conduct Survey within 30 days from start of school
- Greater number of light hand weights
- Enlarge weight room
- Purchase some new weight equipment to benefit all athletes
- Soccer field improvements for boys and girls
- Field maintenance program for football, baseball, softball, soccer fields

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Accommodation of Interests and Abilities – In order to qualify a school's submitted data and reports, it is a requirement that each school have an active Gender Equity Committee that meets a minimum of three (3) times during a school year and also that the designated Student Interest Survey be conducted every other year, meeting all necessary requirements. Apollo High School did not complete either requirement during the 2013-2014 school year.

7. KHSAA Recommended Action in relation to new deficiencies

Accommodation of Interests and Abilities - Please submit to the KHSAA, no later than **April 1, 2015**, the following items:

- a copy of all Gender Equity Committee meeting agendas, member sign-in sheets, and minutes (minimum 3) for the 2014-2015 school year
- a completed Summary of Student Responses (T-63 form) from the administered Student Interest Survey
note: students in grades 9-11 should be surveyed (include 8th grade if have direct feeder school) and that the minimum return rate is 80%

Although the following are not deficiencies, they are recommendations that need to be completed to ensure overall equivalence:

- a. Upon receipt of this report, the inclusion of all current sport and activity schedules should be included and made part of the Title IX file.
- b. Please submit to the KHSAA, no later than March 1, 2015, an expansion of the travel guideline that includes the specifics and provision for van use by teams as a mode of transportation.
- c. Please submit to the KHSAA, no later than March 1, 2015, a listing of assigned storage space for all teams.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Jon Boultinghouse

District Level Title IX Coordinator: Mark Owens

Name	Title	Telephone
Kendra Brunsink	Volleyball Coach	270-852-7100
Kristy Julian	Softball Coach	270-852-7100
Rebecca Buchanan	Student Athlete	270-852-7100
Caleb Coomes	Student Athlete	270-852-7100
Kyle Brown	Assistant Principal	270-852-7100
Jon Boultinghouse	Athletic Director	270-852-7100 270-929-1704
Hunter Wilson	Student Athlete	270-852-7100
Hadley Humphrey	Student Athlete	270-852-7100
Dan Crume	Football	270-852-7100
Carla Wilson	Parent	270-852-7100
Barbara Kok	KHSAA Auditor	859-299-5472
Kathy Johnston	KHSAA Auditor	859-494-2509 kjohnston@khsaa.org

9. Comments

Administrative staff was very welcoming and helpful during the visit. Interviews with coaches and students were informative and appear to be very committed to Apollo High School. The full Gender Equity Committee was in attendance for the reporting and presentation of information relative to the Opportunities and Benefits provided for the students at Apollo High School.

The public forum, scheduled for 3:00 pm, was held in the school library. Approximately eight (8) individuals attended the forum. After some discussion, the audit team left Apollo High School at about 4:15 pm.