



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

(For schools re-visited during the 2007-2008 school year)

School: **Atherton High School**  
 Prepared By: **Martha Mullins**  
 Date of Re-Visit: **December 12, 2007**  
 Telephone Number of Reviewer: **(859) 299-5472**  
 Reviewed By: **Larry G. Boucher**

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
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:

The school's rate of participation was within three percent of enrollment for both boys and girls.

- 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:

Teams have been added and an expressed interest in bowling is being addressed.

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

Comments:

School personnel were advised to keep seeking an eighty percent return on the survey to be required for the 2007-2008 annual Title IX report.

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 met the standards for compliance of both Test 1 and Test 3 in 2006-2007.
Equipment and Supplies	X		Equipment appeared equivalent for both girls and boys. A rotation plan for purchase of uniforms was in place. It was recommended that school personnel and the Gender Equity Review Committee consider the value of standardizing issuance of athletic gear across all sports, in keeping with the nature and traditions of the sport.  Interviews with athletes and coaches indicated a need for new volleyball referee stand(s).
Scheduling of Games and Practice Time	X		The school has met the required standard for scheduling girls' basketball HOME games in 2007-2008.
Travel and Per Diem Allowances	X		Transportation policies are provided by the school district primarily. However, provision of per diem for travel across meal service hours and for overnight lodging appeared to be based on the coach's prerogative. Common practices among coaches seemed equivalent. Nevertheless, it was recommended that school personnel and the Gender Equity Review Committee consider development of policies to make travel allowances more standard.
Coaching	X		Several coaches employed do not teach on campus. It was not evident that this factor affected one gender more than the other. The use of cell phones was reported to be the best form of communication between off-campus coaches and athletes. The experience level of coaches did not favor boys or girls.
Locker Rooms, Practice and Competitive Facilities	X		The quality of facilities has improved significantly since the original on-site visit. The primary facility needing attention was the softball field. Corrective action was taken on that facility over a five-year period and is scheduled to be completed in 2007-2008. The field hockey field has been fenced and a scoreboard added. There was no discrepancy in locker room use, and storage space was ample.

Locker Rooms, Practice and Competitive Facilities Cont'd			Athletes and coaches pointed to a need for improved maintenance of some facility features, i.e. scoreboards, during interviews.
Medical and Training Facilities and Services	X		<p>The weight room was equipped to accommodate both girls and boys. Attention was drawn to the fact that not all sports were using the weight room. Reasons given were related to where practices were conducted and to coaches' preferences.</p> <p>Unfortunately, it was reported that professional medical services available to athletes, including football, were quite limited. Safety concerns were expressed, as were matters related to the general physical welfare of athletes.</p>
Publicity	X		<p>Cheerleading activity was considered to be provided equitably between boys' and girls' sports</p> <p>The school has an active pep club that supports both programs. It was recommended that a special effort be made to focus on other girls' sport(s) to balance appearances at two boys' sports (football/basketball) and one girls' sport (basketball).</p> <p>Promotion of attendance at girls' athletic events has improved, as has printed material, e.g. schedule cards and seasonal media guides.</p> <p>A policy on the display of banners, photographs and other special items was in the process of development at the time of the on-site re-visit.</p>
Support Services			<p>Office space for coaches seemed adequate. Neither coach interviewed voiced reservations about administrative support.</p> <p>The school does not have booster clubs; however, parents and supporters participate in approved fund-raisers on a regular basis. Athletes are expected to assist in fund-raising by selling ads for seasonal media guides. These funds provide benefits other than uniforms, which are provided by the school from gate receipts in football and basketball. In addition, some athletes provide partial payment for shoes and perhaps other items. Some teams elect to have members purchase auxiliary team clothing on their own. It was not</p>

Support Services Cont'd			clear whether these practices affect one gender more than the other. All monies are deposited in school accounts. Prior approval by school personnel is required for all purchases.
Athletic Scholarships	N/A		
Tutoring	N/A		
Housing and Dining Facilities and Services			See TRAVEL AND PER DIEM ALLOWANCES above.
Recruitment of Student Athletes	N/A		

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

Focus has been on corrective action on the softball field and enhancement of the field hockey field.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There was a need for development of policies to guide program operations, which would better assure and reflect the lack of gender bias.

7. KHSAA Recommended Action in relation to new deficiencies

**By March 15, 2008**, school personnel will submit to the KHSAA a copy of written policies approved for the following benefits:

- A. provision of uniforms and personal gear
- B. meal service
- C. team awards and recognitions; display of banners and team photographs

8. KHSAA Recommended Action in relation to reoccurring deficiencies

**By March 15, 2008**, school personnel will submit a progress report on the pending improvements to the softball field.

## 9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Debbie Beichler

District Level Title IX Coordinator: Cheryl Walker

Name	Title	Telephone
Debbie Beichler	Athletic Director	502-485-8732
Pat Cantwell	Counselor	502-485-8730
Meghan Chung	Student-Athlete	502-396-9168
Steve Fortwengler	Parent	502-533-9466
Thomas Wilson	Boys' Basketball Coach	502-485-8202
Fran Edwards	KHSAA Auditor	859-299-5472
Martha Mullins	KHSAA Auditor	859-299-5472

## 10. Comments

The school's permanent Title IX file was provided and was generally well organized. Its location on a regular basis was not identified. It is recommended that it be available in the principal's office and that a copy be provided to the athletic director. Minutes of meetings of the Gender Equity Review Committee were limited to one set, taken in Fall, 2007. With the change in athletic directors, it is recommended that current personnel review the report on the original visit as well as all annual reports to verify that all clerical requirements have been met and the permanent Title IX file is accurate.

It is recommended that all handbooks contain a statement confirming the commitment to Title IX compliance. The school has made strides in identifying ways and means to improve the overall athletics program and is to be commended for accommodating the interests and abilities of its student body in the area of athletics.

The public meeting did not materialize.