



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

(For schools re-visited during the 2005-2006 school year)

School: **Ballard Memorial**
 Reviewed By: **Fran Edwards**
 Date of Re-Visit: **February 22, 2006**
 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
X	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:

- 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:

It appears that Ballard Memorial met the standard for compliance in the area of History and Continuing Practice of Program Expansion. The percent of total female participation added in the past five years for 2004/05, 2003/04 and 2002/03 is, respectively, 33, 25, and 35. Ballard Memorial met the standard of 25% for each of the above-identified years. Swimming and volleyball have been incorporated in the sports program 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:

It is likely that the school provides opportunities in areas of student interest. Currently a total of twelve teams – including varsity, junior varsity and freshman levels - are offered for a female enrollment of slightly over 200 students.

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

Comments:

Students in grades 9-12 attending Ballard memorial were surveyed in April 2004 to ascertain their interest in athletics. The survey will again be administered in March 2006; respondents will be in grades 8-11. School personnel plan to meet, if the numbers of responses warrant it, with students who express interest in sports not now offered. Written copies of the results of such meetings are to be maintained in the permanent Title IX file.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		The Accommodation of Interests and Abilities is rated as satisfactory. Varsity teams are fielded for basketball, golf, softball, track, tennis, cross country volleyball and swimming for female athletes. Additionally there are three junior varsity teams and one freshman team available for girls attending Ballard Memorial.
Equipment and Supplies	X		The quality and quantity of equipment and supplies is comparable for both genders. The Gender Equity Review Committee is in the process of developing a more comprehensive policy for the purchase of uniforms. Previously the number of years of use for a team's uniforms was determined and included in the school's athletic policies. The school, school board and the respective booster organization, each group contributing one-third of the cost, pays for uniforms.
Scheduling of Games and Practice Time	X		The school was compliant for prime dates for girls' basketball for the 2004/05 and 2005/06 seasons. School personnel are encouraged to schedule 40% of the girls' home basketball games on Friday, Saturday and Sunday every year. Practice schedules are maintained in the Title IX file and are posted on the school's website.
Travel and Per Diem Allowances	X		The school pays for transportation. The girls' and boys' basketball teams each attend one tournament per season. The softball team and baseball team take trips on alternate years. The Gender Equity Review Committee is directed to develop a comprehensive, written policy that addresses equitable travel and per diem allowances for both male and female sports.

Coaching	X	Supplements are comparable for coaches of male teams and coaches of female teams and a copy of the pay schedule is kept in the Title IX file. Seven of the ten coaches for girls' teams are female.
Locker Rooms, Practice and Competitive Facilities	X	<p>Students attending Ballard Memorial moved into a new school building this past January. Several of the athletic facilities have been upgraded during the past few years and plans have been developed to continue improving sports venues. There are four tennis courts and a six lane track surrounds the football field. The on-campus baseball and softball fields are equitable. The facilities are owned by the school and are also used by the community. The local recreation board is involved in providing upgrades for this complex. There is a plan to construct a multipurpose building by the fall of 2006 that will provide a hitting facility, lockers, restrooms and showers. It is anticipated that this new addition will serve baseball, softball, track, cross country, golf and visiting teams. The gymnasium was recently remodeled and opened for use in January 2006. This facility is extremely well appointed and aesthetically appealing. This pit style gym provides seating for approximately 2800 and provides 119 new chair back seats. The walls of the old gym were expanded to create a larger arena and the list of new features includes: floor, lighting, scoreboards, press box, banners scorer's table, heating/air conditioning system and new trophy cases. Additionally, jumbotrons and two retractable screens were installed to enhance the experience of players and fans alike. The Gender Equity Review Committee is directed to develop a written policy that reflects the criteria used for additions to the banners and all other displayed honors earned by teams and individual athletes. The athletic policies do include the criteria for the award of school letters for individual team</p>

Locker Rooms, Practice and Competitive Facilities Continued			members. Written facility usage schedules and locker room assignments are maintained in the Title IX documents. The locker rooms were renovated five years ago and the boys' basketball and girls' basketball locker rooms are equitable. The girls' physical education locker room is used by volleyball, track, cross country and softball and the boys' physical education locker room is assigned for track, cross country and baseball.
Medical and Training Facilities and Services	X		A trainer is not available for athletes; at this time school personnel are investigating the possibility of acquiring contract services. The field house includes a weight room that has been used by various teams in the past. Currently a classroom is being converted into a new weight room that will be equipped appropriately for females; completion is slated for the fall of 2006. The cost of this facility is funded through a grant as well as supplemental funds allocated by the school board and school.
Publicity	X		There are two cheerleading squads; the varsity performs at boys' and girls' varsity events and the junior varsity supports boys' and girls' junior varsity contests. Media guides and schedule cards are printed for the basketball and football teams. School personnel may give consideration to developing seasonal schedule cards to be more inclusive. Events are posted on the school's website. A fall banquet was held for volleyball, golf and cross country; a banquet is planned for spring sports.
Support Services	X		There appears to be appropriate administrative oversight and monitoring of financial matters relative to athletics. Fundraisers conducted by both individual teams and booster groups must receive school board approval. Expenditures are to be pre-approved by the athletic director and the principal or assistant principal. Signed booster agreements are on file.
Athletic Scholarships	N/A		

Tutoring	X		
Housing and Dining Facilities and Services	N/A		
Recruitment of Student Athletes	N/A		

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

The Corrective Action Plan submitted with the KHSAA Title IX Revisit Forms identified improving the number of female participants in athletics and increasing the number of prime dates for the girls' basketball schedule.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

7. KHSAA Recommended Action in relation to new deficiencies

For both opportunities and benefits, Ballard Memorial High School is rated as satisfactory rather than deficient for each category included in the Title IX Revisit Final Report. However, as delineated in this report, there are a number of inadequacies that must be addressed by the Gender Equity Review Committee. Listed below are the specific requirements that must be met.

Submit to KHSAA, no later than May 1, 2006 a copy of an adopted policy regarding a uniform replacement schedule for all teams that participate in athletics at your high school. A copy of this intended replacement and review process must be provided to all head coaches and must be placed in your school's Master Title IX File.

Submit to the KHSAA, no later than May 1, 2006 a copy of your school's established written policies regarding the necessary credentials and accomplishments for an athlete or team to be honored with banners awards or recognition within your school. A copy of this policy must be provided to all head coaches and a copy must be kept in the school's Master Title IX File.

Submit to the KHSAA, no later than May 1, 2006 a copy of an adopted school wide policy that addresses equitable travel and per diem allowances for both male and female sports. A copy of this policy must be distributed to all head coaches and a copy must be maintained in your school's Master Title IX File.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING
High School Title IX Coordinator: Kevin Estes
District Level Title IX Coordinator: Kevin Estes

Name	Title	Telephone
Aaron Owens	Head Baseball Coach	270 665-8400 ext 2517
Kristopher Durfee	Head Track, Cross Country	270 665-8400 ext 2518
Lauren Pace	Cheerleading coach	270 665-8400 ext 2508
Mary Ann Clayton	Parent	270 665-8400 ext 2218
Trina Middleton	Head Volleyball Coach	270 665-8400 ext 2527
Marla Cooper	Head softball Coach	270 665-8400 ext 2413
Amber Parker	Head Girls Basketball Coach	270 665-8400 ext 2320
Leon Story	School Board Member	270 335-3459
Patricia Pickett	Parent/Swim Coach	270 665-8400 ext 2104
Susan Bodell	Parent	270 665-8400 ext 2111
Rob Anderson	Head Boys Basketball Coach	270 665-8400 ext 2533
Kevin Estes	Athletic Director	270 665-8400 ext 2302
Phyllis Catlett	KHSAA	859 299-5472
Fran Edwards	KHSAA	859 299-5472

10. Comments

The Title IX file is well organized and comprehensive. Written examples reflective of Ballard Memorial's athletic program – including Title IX reports, Gender Equity Review Committee activities, policies, procedures and supplemental information – are contained in a notebook format. The materials provided a descriptive overview of the program and the athletic director is to be commended for his efforts in pulling together all Title IX documents.

Overall, both opportunities and benefits are comparable for both genders. Volleyball and swimming were added for female participants. A number of upgrades for the facilities have been carried out and there are plans in place to continue making improvements in the athletic venues for participants. The gymnasium, is without doubt, a state of the art facility which engenders a great sense of pride

Based on comments made during the interview portion of the Title IX Revisit, students and coaches believe that the intent and spirit of Title IX is being implemented at Ballard Memorial. The Gender Equity Review Committee is representative of the school and community and is actively engaged. This school year, to date, the committee has met in December and January. The Gender Equity Review Committee meeting held during the revisit was very well attended and speaks well of their commitment to Title IX.