



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

(For schools re-visited during the 2013-2014 school year)

School: Ballard Memorial High School
 Prepared By: Kathy Johnston
 Date of Re-Visit: October 25, 2013
 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
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 the data and reports submitted for the years 2011-2013, it appears that Ballard Memorial High School has not met 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 reports submitted for the years 2011-2013, it appears that Ballard Memorial High School has not met 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 reports submitted for the years 2011-2013, it appears that Ballard Memorial High School has met 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 most recent Student Interest Survey was administered during the 2011-2012 school year. Students in grades 8-11 were surveyed with a return rate of 100%.

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 most recent Student Interest Survey was conducted during the 2011-2012 school year. Students in grades 8-11 were surveyed with a return rate of 100%. According to data submitted, there are currently 11 sport level opportunities for females and 13 for males; six (6) varsity sports for females and seven (7) for males. Information submitted on the most recent T-3 form supports the results from the Student Interest Survey with student interest indicated in the area of girls archery. To continue to meet the standard of Test 3, this interest must be pursued for validity and feasibility. The results should be included on the T-3 form of the 2014 Annual Report.</p> <p>(see recommendation 6.a.)</p>
Equipment and Supplies	x		<p>There was written evidence of a six (6) year rotation plan for the replacement of uniforms. Viewed uniforms appeared to be of comparable quality and equitable with regard to the quantity provided. Coaches interviewed were well aware of the uniform plan. All other viewed equipment appeared to be of excellent quality and available for equitable access.</p>
Scheduling of Games and Practice Time	x		<p>There was viewed evidence of all sports schedules and team calendars that included scheduled contests and equitably assigned practice days and times. There was viewed evidence of equitable scheduling for the shared facilities of the high school gym, middle school gym, and athletic complex.</p> <p>(see recommendation 6.b.)</p> <p>Viewed competitive schedules were comparable in the number of event opportunities provided and showed parity for the like sports.</p>

Travel and Per Diem Allowances	x		There was written evidence of a travel and per diem guideline. The modes of transportation included were use of school bus and school owned vans for travel to off campus practice sites and competitive events. There was viewed documentation regarding the administrative oversight and approval for hotel stay and overnight trips. Site Based Council policies provided the parameters and provisions in regard to food allowance.
Coaching	x		There was viewed evidence of a school board approved salary schedule which showed overall equivalence in the base salary provided and comparable in the number of positions for like sports. Slight differences in shown salary amounts were relative to the fact that coaches are given \$100.00 per year, up to five (5) years coaching experience, toward the base stipend. The approximate athlete to coach ratio is 9:1 for males and 10:1 for females. Approximately 60% of head coaches for the girls and boys teams are located on-campus. Evaluations of coaches are completed by school administration.
Locker Rooms, Practice and Competitive Facilities	x		There was written evidence of locker room assignment for all sponsored teams. All viewed locker rooms appeared to be equitable and with similar amenities. All locker rooms were designated with appropriate signage at each entrance. There was also written evidence of storage assignment for all teams. All practice and competitive facilities are located on the campus with the exception of golf. The golf team practices and plays at the Ballard County Country Club, approximately five (5) miles from the school campus. Administration indicated that school bus transportation is available to transport students to that site. The latest addition of facilities at the Ballard Memorial High School is the construction of the Athletic Complex. This is an on-campus building that provides storage space for multiple teams, two

			<p>(2) locker rooms, and an indoor practice area that currently provides benefit to softball, baseball, golf teams, and football. There are two sets of washer/dryers accessible to all teams; one set in the athletic complex and the other located off the gym. All facilities are excellent and very well maintained. A viewed minor disparity appears to exist between the baseball and softball scoreboards. The current softball scoreboard gives score and inning information only while the baseball scoreboard gives detailed game and inning by inning information. School officials should take this into consideration for future replacement of the softball scoreboard.</p>
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<p>Medical and Training Facilities and Services</p>	<p>x</p>		<p>There was evidence of two (2) weight rooms. One is located in a building right next to the football/track area and the other is located in the fitness/conditioning room next to the gym. Both were well maintained, spacious and provided equitable access. Calendar schedules in the file showed use of both weight rooms but posted usage schedules were not evident at either site.</p> <p>Interviews with students and coaches indicated use and access to both weight rooms. There are no Athletic Training services available but interviews with administration indicated availability of evaluation and treatment of injuries for all athletes at the Orthopedic Institute in Paducah. Athletic Physicals are provided to all students on designated day(s) during the summer. They are provided by local Nurse Practitioners and sponsored by the school HOSA group. A \$10.00 donation is requested, but not required.</p> <p>(see recommendation 6.c.)</p>
<p>Publicity</p>	<p>x</p>		<p>There was written evidence of an awards guideline that outlined the criteria for letters and bars specific to each team, provision for banquets, and for banner display. There is one cheerleading squad that performs at football, girls and boys basketball, and volleyball post season tournaments. The band also performs at football, boys and girls district team contests, and volleyball post season tournaments.</p>

Support Services	x		<p>An overall review of spending has shown that Ballard Memorial has met the acceptable parameters both on a percentage and per athlete basis. Interviews with administration indicated outside booster club accounts for baseball, softball, football, volleyball, girls/boys basketball, and girls/boys soccer. Interviews with administration indicated that a new booster agreement is in the process of being developed.</p> <p>(see recommendation 6.d.)</p> <p>There was written evidence that required school board approval for all fundraising activities. Interviews with administration and coaches indicated no administrative oversight for approval of booster expenditures. Interviews with coaches indicated knowledge of the procedure regarding the school process for approval to purchase items. All available office space appeared to be assigned equitably.</p>
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 Corrective Action Plan (Form T-60)

- Install a new regulation long jump pit
- Construction of bathrooms and concession area at baseball/softball complex
- Continued improvements to the soccer field
- Completion of regulation size soccer field and concession area

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Although there are no observed deficiencies in the overall athletics program at Ballard Memorial High School, the following recommendations should be addressed to ensure overall equity:

- a. Please submit to the KHSAA, no later than January 15, 2014, a copy of the dated sign-in sheets regarding the two (2) meetings held to determine girls archery interest.
- b. Upon receipt of this report, schedules showing equitable access and use should be posted at the shared facilities sites; high school gym, middle school gym, and athletic complex. A copy should also be placed in the Title IX file and submitted to the KHSAA by January 15, 2014.
- c. Upon receipt of this report, usage schedules showing equitable access should be posted in the weight room and fitness/conditioning room. A copy should also be placed in the Title IX file and submitted to the KHSAA by January 15, 2014.
- d. Please submit to the KHSAA, no later than January 15, 2014, a copy of the developed and approved Booster Agreement that includes administrative oversight of expenditures.

7. KHSAA Recommended Action in relation to new deficiencies

N/A

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Amber Parker, Athletic Director, 270-983-0299

District Level Title IX Coordinator: Amber Parker

Name	Title	Telephone
Maggie Denton	Student Athlete	
Trevor Langston	Student Athlete	
Kayla Vance	Girls Basketball Coach	270-665-8400 ext. 2325
David Meinschein	Principal	270-665-8400 ext. 2501
Amber Parker	Athletic Director	270-665-8400 ext. 2302
Marla Cooper	Parent	270-334-3332
Trina Middleton	Teacher	270-665-8400 ext. 2523
Leslee Davis	Parent / Counselor	270-665-8400 ext. 2503
Gary Lawson	KHSAA	502-545-3393
Kathy Johnston	KHSAA	859-494-2509

10. Comments

The administration was very well prepared for the Title IX visit. The permanent file was very well organized and contained all required documents. Interviews with students and coaches were very positive. It appears that members of the committee and administration are committed to ensuring overall equivalence in the areas of Opportunities and Benefits for the students at Ballard Memorial High School.

The public forum, scheduled for 3:00 pm was held in the school conference room. With no one in attendance, the audit team left Ballard Memorial High school at 3:15 pm.