



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

(For schools re-visited during the 2008-2009 school year)

School: **Ballard High School**
 Prepared By: **Reba Woodall**
 Date of Re-Visit: **January 12, 2009**
 Telephone Number of Reviewer: **(859) 299-5472**
 Reviewed By: **Darren Bilberry, Asst. Commissioner**

1. Completed Required Forms

Verification of Forms (Form GE-50) Yes No incomplete

Participation Opportunities Summary Chart (Form T-70) Yes No incorrect

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 incomplete

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 submitted by Ballard High School, it appears the school has not met the standard for Test 1, Test for Substantial Proportionality, during the 2007-2008 school year.

- 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 submitted by Ballard High School, it appears the school has not met the standard for Test 2, Test of History and Continuing Practice of Programs Expansion, during the 2007-2008 school year.

- 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 submitted by Ballard High School, it appears the school has met the standard for Test 3, Test for Full and Effective Accommodation of Interests and Abilities, during the 2007-2008 school year.

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

Comments: Ballard High School offered all of the KHSAA sanctioned sports during the 2007-2008 school year. During the Re-visit, the Athletic Director informed the KHSAA Audit Team that wrestling was not offered during the 2008-2009 school year. The school should continue to monitor the interest in wrestling. The data submitted by the school for the 2007-2008 Student Interest Survey shows 93 males interested in the sport. The Student Interest Survey conducted in 2007-2008 had a return rate of 82% which exceeds the 80% requested by the KHSAA.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>According to the information supplied by the school, Ballard High School has met the standard established for Test 3 for the 2007-2008 school year. The possibility of meeting the standards for all the tests each year as well as the need for meeting the standard for one test each year was discussed in the Gender Equity Committee Meeting. The Student Interest Survey was conducted with a return rate of 82%. The school should monitor the interest in wrestling and document the monitoring methods used. The Survey showed 93 boys were interested in the sport and the Athletic Director, during the Re-visit, informed the Audit Team that the school did not offer the sport during the 2008-2009 school year. The school currently offers all of the KHSAA sanctioned sports except wrestling. They also offer field hockey.</p> <p>The Permanent Title IX File was located in the Athletic Director's office. Necessary items were available but a number of guidelines/policies should be expanded and updated. All paperwork sent to the KHSAA should be checked for accuracy before submission. Although there are Gender Equity Committee meeting minutes, they should be more thorough. The Gender Equity Committee meeting started late due to a lack of a quorum. Informed and involved Gender Equity Committee members are a necessity for insuring equity between boys and girls sports. Meeting minutes should reflect committee members' involvement. The school is asked to send a copy of all Gender Equity Committee meeting minutes for the 2008-2009 school year to the KHSAA.</p>

Equipment and Supplies		X	<p>The school had a written uniform replacement policy based on a seven year rotation plan. The team members and/or the booster clubs are permitted to purchase uniforms off the rotation plan. At the time of the visit there were two baseball uniforms available for inspection and one softball uniform. There were no volleyball uniforms available. It appears school administration does not know how many uniforms each team actually has. The school should make an inventory of the exact number and condition of uniforms for every team. After which, the Gender Equity Committee along with school administration, should revisit the existing uniform replacement policy and make changes so that equity will be achieved. Prior approval of purchasing from any entity is necessary to insure equity. The Gender Equity Committee should monitor uniform purchases annually.</p>
Scheduling of Games and Practice Time	X		<p>Prime dates and times were discussed during the Gender Equity Committee meeting. The school was in compliance for the 2007-2008 school year with 50% of girls' basketball games played on prime dates. The schedule for the 2008-2009 season will be checked at the end of the regular season. There are two gymnasiums and the boys and girls basketball teams rotate the use of both facilities. The school had a written practice schedule for all facilities and a copy was in the Permanent Title IX File.</p>
Travel and Per Diem Allowances	X		<p>The school has a written policy covering travel and per diem in the Permanent Title IX File. The Gender Equity Committee and school administration should review this policy, and after input from the student athletes and coaches, update this as necessary for equity purposes.</p>

Coaching	X	<p>According to the information submitted by Ballard High School, the county salary schedule, and discussion with the school's athletic director, it appears the coaching salaries are equitable. There are eleven coaches off campus, six are coaches of boys' teams and five are coaches of girls' teams. When coaching vacancies occur the school should give every effort to hiring qualified, experienced female coaches for female teams.</p> <p>Input from the coaches during the interview sessions were very limited due to the manner in which the sessions were conducted. The coaches were at practice and were asked only minimal questions. One head coach and one assistant coach were interviewed.</p>
Locker Rooms, Practice and Competitive Facilities	X	<p>The school has a locker room assignment sheet and all locker rooms viewed during the revisit were equitable. The soccer locker room for girls needs to be completed.</p> <p>All facilities were on campus with the exception of those for swimming, golf, and cross country. Swimming uses the natatorium at the University of Louisville, golf uses a number of courses which are assigned by the county Athletic Director, and cross country practices on campus as well as in the neighborhood. Cross country meets are held off campus. The field hockey field was in good condition. It was fenced, had lights, scoreboard, and bleachers. There was a concession/press box building with an outside staircase. The building has a public address system and areas in the building were used for storage. There was a shed that contained field maintenance equipment. The field had no accessible water.</p> <p>The softball field shared a fence with the field hockey facility. The softball field was also in good condition. It had permanent bleachers, scoreboard, lights, wind screen, fence guard, distance markers, concrete dugouts, back stop fence, and a storage room attached to the home dugout. There was a building that had a concession stand and a second story press box with an interior staircase. A locker room was also included. There was no office for</p>

Locker Rooms, Practice and Competitive Facilities Cont'd.		<p>coaches. There was no water accessible and the athletic director explained that port-a-potties were used. There was an indoor practice building for softball beside the playing field. It was one large room that could be used for any type of practice. There were two nets and one pitching machine. Other equipment was on the floor. The building did not have accessible water. There was no office for coaches.</p> <p>The baseball field was in good condition and had the same features as the softball field. There was a large locker room attached to the home dugout. There was no water at the field. The restrooms for the football field and the restroom in the indoor baseball facility were very close and accessible. The indoor facility had room for any type of practice. There were numerous nets and a pitching machine. There was an office for coaches, a restroom, water fountain, and seating area with a television and stereo system.</p> <p>There were two practice areas for soccer and soccer games were played on the football field. The track was not in good shape and due to cracks in the surface, no home meets were scheduled.</p> <p>There were three fenced tennis courts at the end of the football field. There were no lights, water, or restrooms. The courts are open for public use.</p> <p>The school has two gymnasiums. Both are used for basketball practice on a rotating schedule. The smaller gym has a scoreboard, and a small set of bleachers. The larger gym which is used for boys and girls home basketball games is in good condition with numerous types of athlete/team recognitions.</p> <p>During the Re-Visit storage areas for each sport were not seen. The school administration should review with each coach where the storage for their equipment is located and if the area is adequate for their needs. If more storage is needed then the administration should make sure the need is filled. There should be documentation of all storage areas. A copy of this sheet should be given to all</p>
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Locker Rooms, Practice and Competitive Facilities Cont'd.			<p>head coaches and a copy kept in the Permanent Title IX File.</p> <p>Although not a deficiency, the lack of water and restrooms at the softball field is a major concern. This item has been listed on the school's Corrective Action Plan for at least seven years. The school should immediately start planning for this improvement. All documentation concerning this plan should be kept in the Title IX Permanent File. This could be considered a deficiency in the future if correction is not begun quickly.</p> <p>The school should also make plans for an office for the softball coach.</p>
Medical and Training Facilities and Services	X		<p>Ballard High School employs one trainer who is on site at 2:30 each day. The trainer is accessible for all athletes in the training room for one hour and then floats between practices and competitions. There are two physicians available when needed and physical exams are available free for all student athletes. The weight room has rubberized flooring, approximately nine stations, plus four benches. The bars were Olympic weight with one lighter weight bar, few small belts and few light hand weights. The usage schedule was posted. With little effort and money the weight room could be changed so that more females could/would use it. This was discussed in the Gender Equity Committee meeting. During the interview sessions, it came to the attention of the Audit Team that the girls' basketball team had a trainer come to their practices twice a week.</p>
Publicity	X		<p>The cheerleaders cheer for all football, boys and girls basketball home games. They also cheer at away basketball games where both boys and girls play together. The dance team performs at all home football and boys and girls basketball games, as does the pep band. There were calendars for each season of competition.</p> <p>The school had a written awards policy. The Gender Equity Committee should review and expand this policy to include all types of school recognition. This should include</p>

Publicity Cont'd.			but not be limited to; bars and letters, trophy displays, banners, retired numbers/jerseys, pictures, banquets, etc.
Support Services	X		<p>Some sports have booster clubs but not all. The sports that do have booster clubs have signed agreements. The school does have some problems in relation to administrative control of booster spending. The school administration does not approve spending prior to purchasing unless it has to do with facility improvement. The booster clubs keep their accounts off campus therefore the school administration sees the booster financial reports at the end of the year after purchasing has occurred. Without prior approval of purchasing, equitable spending could be in jeopardy. The school administration needs to have a method for approving purchases before spending occurs.</p> <p>Offices for coaches were equitable with the exception of baseball and softball (see Locker Rooms, Practice and Competitive Facilities). The number of offices for coaches was limited to football, baseball, boys' basketball, girls' basketball, and athletic director.</p>
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

5. Brief Summary/Analysis of the Corrective Action Plan (Form T-60)
The only item listed on the 2007-2008 Annual Report Form T-60 was and outdoor restroom facility for field hockey and softball.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There is a disparity between the uniforms for girls' teams and boys' teams.

7. KHSAA Recommended Action in relation to new deficiencies

The school should conduct an inventory of uniforms used by each team.

The school should conduct interviews with coaches, athletes, and booster clubs to ascertain how, when, and by whom uniforms are purchased.

The school administration and the Gender Equity Committee should review and discuss discrepancies found between boys' and girls' uniforms, methods of purchasing uniforms, and approval of uniform purchases. They should also review the current uniform replacement policy.

This group should produce a uniform replacement policy that will insure equity.

A copy of this policy should be given to all head coaches, a copy kept in the Permanent Title IX File, and a copy sent to the KHSAA office by May 30th, 2009.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

Although these items are not considered deficiencies at this time, they must be addressed.

1. The school should monitor the interest in wrestling at Ballard High School, and keep documentation of the monitoring methods and results in the school's Permanent Title IX File. This interest should be **shown on Form T-3 and addressed on Form T-3 and T-60 of the 2008-2009 Annual Report.**
2. Please submit to the KHSAA a copy of the minuets for each Gender Equity Committee meeting held during the 2008-2009 school year no later than **May 30th, 2009.**
3. Please submit to the KHSAA a copy of the travel and per diem policy, after review by the Gender Equity Committee, no later than **May 30th, 2009.**
4. The plans for completion of the girls' soccer locker room should be included on **Form T-60 of the 2008-2009 Annual Report.**
5. Please submit to the KHSAA a copy of the storage area assignment sheet no later than **May 30th, 2009.**
6. Please submit to the KHSAA a copy of an expanded recognition policy no later than **May 30th, 2009.**
7. Please submit to the KHSAA a copy of a plan and all relative documentation regarding installation of water access at the softball field no later than **May 30th, 2009.**
8. Please submit to the KHSAA a copy of a plan for a softball coaches' office no later than **May 30th, 2009.**

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Chris Kinney

District Level Title IX Coordinator: Cheryl Walker

Name	Title	Telephone
Chris Kinney	Athletic Director	502-485-8206
Jim Jury	Principal	502-485-8206
Andrew Bolt	Athletic Trainer	502-535-3758
Martez Dow	Student Athlete	502-386-5099
Amy Moore	Swim Coach	502-485-8206
Kelly Logsdon	Field Hockey/Swim Coach	502-485-8206
Gary Lawson	KHSAA Auditor	859-299-5472
Reba Woodall	KHSAA Auditor	859-299-5472
Michael Barren	KHSAA Assistant Commissioner	859-299-5472

10. Comments:

Ballard High School offers all the KHSAA sanctioned sports for girls including field hockey. The Student Interest Survey shows the school has over 90 boys interested in wrestling. This interest should be monitored and monitoring methods documented. The school has one deficiency in Equipment and Supplies which is a disparity in uniforms between boys and girls. This deficiency should be addressed immediately. The other issues should be addressed as soon as possible and all addressed by May 30th, 2009. During the interview sessions the Audit Team learned some sports charged a tryout fee which the administration was not aware of. It appears stronger administrative oversight is needed in all aspects of athletics. Ballard High School has an excellent record of athletic achievement which demonstrates student interest, ability, and dedication.

The Gender Equity Committee Meeting began at 4:15 p.m. and a quorum was present at 4:30 p.m.

No one from the community attended the Public Forum at 5 p.m.
The KHSAA Audit Team left the school at 5:15 p.m.