



KHSAA TITLE IX RE-VISIT FINAL AUDIT REPORT

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

School: **Belfry High School**
Prepared By: **Reba Woodall**
Date of Re-Visit: **October 29, 2008**
Telephone Number of Reviewer: **(859) 299-5472**
Reviewed By: **Darren Bilberry**

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)

| | | |
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| | 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: From the information submitted by school personnel, it appears that Belfry High School did not meet the standard for the Substantial Proportionality Test (T-1) in 2005-2006, 2006-2007, and 2007-2008.

- 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: From the information submitted by school personnel, it appears that Belfry High School did meet the standard for the History and Continuing Practice Program Expansion Test (T-2) in 2005-2006, 2006-2007, and 2007-2008.

- 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: From the information submitted by school personnel, it appears that Belfry High School did meet the standard for the Full and Effective Accommodations of Interest and Abilities Test (T-3) in 2005-2006, 2006-2007, and 2007-2008.

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

Comments: The return rate for the last Student Interest Survey was 89% which is more than the requested 80%. The survey showed student interest in tennis, swimming and diving, and wrestling. During the 2008-2009 school year, the viability of adding any of these sports should be investigated and the possible implementation of a sport should be entered on the Corrective Action Plan for the 2008-2009 Annual Report due on April 15, 2009.

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

| Benefit to Students | Satisfactory | Deficient | Comments |
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| Accommodation of Interests and Abilities | X | | <p>According to the information supplied by the school, Belfry High School has met the standards established for Test 2, and Test 3 for the 2007-2008 school year. The possibility of meeting the standards for all the tests versus meeting the standard for one test was discussed in the Gender Equity Committee Meeting. The Student Interest Survey was conducted with a return rate of 89%. It appears there is student interest in three sports not offered at this time. The school should investigate the seriousness of this interest. All investigative methods and results should be included on the T-3 Form and Corrective Action Plan for the 2008-2009 Annual Report.</p> <p>The school's Permanent Title IX file was in good shape. It includes all Annual Reports, and meeting minutes. The school should work on completing guidelines that pertain to a uniform replacement rotation schedule and guidelines for travel and per diem.</p> <p>The first on site visit by the KHSAA occurred in 2000 and since that visit a new school and athletic complex has been completed.</p> |
| Equipment and Supplies | X | | <p>Review of the uniforms during the Revisit showed equivalence for the male and female team uniforms. All uniforms were of outstanding quality. The school should complete a uniform replacement rotation schedule. A copy of this schedule should be given to each head coach, a copy should be kept in the school's Permanent Title IX File, and a copy sent to the KHSAA office. According to the information on the 2008 Revisit forms T-71 and T-72, the school is currently spending approximately \$248 per female athlete, and \$213 per male athlete for equipment and supplies. This area should be reviewed yearly by the Gender Equity Committee.</p> |
| Scheduling of Games and Practice Time | X | | <p>Prime dates and times were discussed during the interview sessions and the Gender Equity Committee meeting. The school was in compliance for the 2007-2008 school year with 40% of girls' basketball games played on prime</p> |

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| Scheduling of Games and Practice Time Cont'd. | | <p>dates. The schedule will be review after the regular season games are completed for compliance in 2008-2009. The school has written schedules for gym usage. The basketball teams rotate practice in the gymnasium. A copy of this schedule is in the Permanent Title IX File. The Athletic Director should monitor schedules of sports with like teams, such as softball and baseball, for equity in number of games played per season.</p> |
| Travel and Per Diem Allowances | X | <p>The information submitted by the school on the 2008 Revisit forms T-71 and T-72 shows the school spent \$74 per female athlete and \$86 per male athlete. Although these amounts do not show an inequity in spending, this is an area where inequity can quickly appear. It is recommended that the Gender Equity Committee review this benefit yearly. The school does not have written guidelines pertaining to Travel and Per Diem Allowances. The school administration and Gender Equity Committee should develop written guidelines for this benefit. Approval may be needed by the School Council, and or the Board of Education. A copy of this should be kept in the Permanent Title IX File, and a copy sent to the KHSAA office. Methods of calculating spending in this area were discussed with school administration.</p> |
| Coaching | X | <p>All head coaches are on campus which makes accessibility for male and female athletes equitable. Total number of coaches for females is equitable with the total number of coaches for males. There are two items that should be addressed in this benefit. First, there are three volleyball teams with only one paid coach. The total number of team members is not huge but with three team schedules, two coaches are warranted. Secondly, if assistant coaches do the same amount of work they should be paid equally or if they do not then they are not as accessible for their athletes as other assistant coaches. Either less pay or less time is an inequity. School and district personnel should address this issue.</p> |

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| <p>Locker Rooms, Practice and Competitive Facilities</p> | <p>X</p> | <p>The athletic facilities at Belfry High School are exceptional. True state of the art indoor and outdoor areas. The outdoor facilities include a football field, soccer field, six lane track, softball field, and baseball field. Each facility had lights, scoreboard, bleachers, and sprinklers. The softball and baseball teams shared a press box that was situated for use by both teams. The only difference in amenities for any team was the baseball bleachers were covered and the softball bleachers were not. The gymnasium can seat over 2100 spectators with over 900 seats with backs. The school colors, pirate mascot, and great graphics were prevalent at all facilities. All sports had good storage areas close to playing areas. There were two additional buildings outside. One contained a weight room and football locker room, and the other had storage for track, soccer, and football. The second building also had an area used for indoor softball and baseball batting practice. A schedule for use of this area should be made and added to the current practice schedule.</p> <p>There were five locker rooms. 3 for male athletes and 2 for female athletes. Both the boys' basketball and football teams do not share their locker rooms. The written locker room assignment sheet should be shared with all head coaches and athletes.</p> <p>After the first on site visit the school was given a deficiency in this benefit area. That deficiency has been addressed at this time.</p> |
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| <p>Medical and Training Facilities and Services</p> | <p>X</p> | <p>Belfry has two training rooms uses by coaches. They both have washer and dryers, ice machines, tables, storage, and whirlpools. One is in the gymnasium and the other in the field house. They do not have a trainer. There is a weight room usage schedule posted. The weight room is clean and neat. There were at least 15 stations and numerous racks for plates and dumbbells. There were pictures and posters. The weight room could be somewhat intimidating for small young females. A few smaller dumbbells and bars also some pictures/posters of female athletes, or charts for weight lifting improvement of female athletes would help.</p> |
| <p>Publicity</p> | <p>X</p> | <p>There are two cheerleading squads at Belfry high school. They split the games they cheer for equally. This was not clear from form T-73. The school needs to rewrite section 4 on T-73 to clarify assignments for both squads. This revision should be kept in the school's Permanent Title IX File, and a copy sent to the KHSAA office.</p> <p>The school had good trophy cases for awards and good recognition for their Hall of Fame. The Hall of Fame Inductee Data sheet should be updated to include girls' sports. The award guidelines the school has could be expanded to include letter/bars, jackets, banners, banquets, etc.</p> <p>After the first on site visit the school was given a deficiency in this benefit area. That deficiency has been addressed at this time.</p> |

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| Support Services | X | | <p>According to the 2007-2008 Annual Report, approximately \$496 was spent per male athlete, and \$410 was spent per female athlete. Anytime a school has a football team the spending difference per male and female athlete should be within \$100. At this time the overall spending is equitable. The Gender Equity Committee should monitor the spending every year.</p> <p>The school has all money in school accounts. Spending is prior approved by the school administration. This was discussed with the Principal and Athletic Director during the interview sessions.</p> <p>There were two offices for male coaches and one office for female coaches. Additional office space would be an improvement.</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)

Recommendations from the first on site visit in 2000 included a cheerleading selection guideline, address additional sports opportunities for girls, cleaning athletic facilities, and a weight room schedule. School provided documents and Revisit observations show completion and progress in identified actions. The school's most recent Corrective Action plan calls for new uniforms for the girls' basketball team, increase girls' participation in all sports, and cover the girls' softball bleachers.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

None at this time.

7. KHSAA Recommended Action in relation to new deficiencies

The following are not considered deficiencies, but must be addressed.

1. Please submit to the KHSAA, no later than **February 1, 2009**, a copy of a uniform replacement rotation schedule. A copy of this schedule should be distributed to all head coaches and a copy must be maintained in your school's Permanent Title IX File. *Done*

2. Please submit to the KHSAA, no later than **February 1, 2009**, a copy of a guideline that addresses the travel and per diem allowances for both male and female sports. A copy of this should be distributed to all head coaches and a copy must be maintained in your school's Permanent Title IX File. *Done*

3. Please submit to the KHSAA, no later than **February 1, 2009**, a copy of the clarified T-73 form in regards to the assignment of cheerleader to specific games. A copy of this should be maintained in your school's Permanent Title IX File. *Done*

4. Please submit to the KHSAA, no later than **March 1, 2009**, a copy of the Board of Education Agenda where assistant coaches' salary scale is discussed. *Done 1/25/09 RW*

8. KHSAA Recommended Action in relation to reoccurring deficiencies

None

*Not done yet.
Talked with ABoe
Telephone. Will
Comply later
RW*

*- Need for head coaches
for VB addressed on
T-60 for 08-09*

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Philip Haywood

District Level Title IX Coordinator: Ancie Casey

| Name | Title | Telephone |
|-------------------|-----------------------------|--------------|
| David M. Varney | Committee Member | 606-353-4098 |
| John E. Hunt | Vice Principal | 606-353-4127 |
| Ruth-Marie Pauley | Counselor | 606-237-3900 |
| Amanda Stiltner | Girls Basketball Head Coach | 606-353-9688 |
| Ashley Tate | Student Athlete-Cheerleader | 606-427-8829 |
| Rod Varney | Principal | 606-237-3900 |
| Matt Varney | Teacher-Track Coach | 606-237-3900 |
| Philip Haywood | Athletic Director | 606-237-3900 |
| Geoff Tackett | Parent | 606-353-9225 |
| Gary W. Lawson | KHSAA Auditor | 502-875-3817 |
| Reba Woodall | KHSAA Auditor | 859-299-5472 |

10. Comments

The new school and athletic facilities at Belfry High School are outstanding. The school is simply exceptional. It is apparent that school personnel, students, and community support Belfry High School and Belfry High School Athletics. They seem willing and eager to help the school maintain and improve the athletic opportunities and benefits for all athletes. The school was well prepared with documentation, access to all facilities, and help from the school personnel for the KHSAA Re-visit. The students are proud to be a part of athletic teams that represents Belfry High School.

A quorum was present for the Gender Equity Committee Meeting.

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.

Belfry High School

Uniform Rotation Plan

All Belfry High School Athletic teams will be able to purchase a new uniform at least once every 4 years. Any sport that may require more uniforms sooner due to excessive wear and tear may purchase new uniforms (or partial sets) if approved by the principal and athletic director.

Per Diem

Student athletes may be provided a post game meal, at the coach's discretion, if the travel is outside the county and over one hour. Limit per student is \$5.00.

Travel

All Belfry High School travel to and from athletic events shall take place on Pike County School buses. Any other form of transportation must be approved through the proper channels.

Clarification of assignment of cheerleaders to games:

Football- Varsity and J.V. cheer home football games as there are only 4-5/year. The Varsity goes to away games.

Basketball- Varsity CL splits the Boys/Girls games. The JV cheers any remaining games not covered by the varsity in the same manner. I.E., the boys play Tues and the girls play Thurs. Our Varsity CL would cheer Tues. and Thurs., one boys game and one girls game. If there were a boys game Fri. and a girls game Sat., the JV would cheer the those two. We don't like for our girls to cheer more than 2 nights/week unless it is a special situation.

The combinations may be different than the example but the Varsity CL, who do the majority of the games, split equal time with the boys/girls teams and the JV split equal time with the boys/ girls teams. We do make a point to try to have our varsity CL cheer the important / district games for both boys/girls.