



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

**(For schools re-visited during the 2014-2015 school year)**

School: Belfry High School  
 Prepared By: Sharon Tippett  
 Date of Re-Visit: February 3, 2015  
 Telephone Number of Reviewer: **(859) 299-5472**  
 Reviewed By: **Darren Bilberry, Asst. Commissioner**

1. Completed Required Form 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

Improvement 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: From the data submitted, it appears that Belfry High School did not meet the standard for Test 1, Substantial Proportionality (T-1), for the 2011-2014 school years.

- 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 data submitted, it appears that Belfry High School did not meet the standard for the History and Continuing Practice of Program Expansion Test (T-2) for the 2011-2014 school 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: According to the data submitted to the KHSAA, it appears Belfry High School has met the standard for Test 3 for 2011-2014 school years.

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

A completion rate of 87% was received on the survey.

4. Checklist of the Title IX Components of the Interscholastic Program			
Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		According to the data, Belfry High School has met the standard for Test 3, the test of Full and Effective Accommodation of Student Interests. The survey conducted February 19, 2015, had a return rate of 87%. Tennis has been introduced as a new sport at Belfry High School. The interest shown in bowling, bass fishing, and swimming was recognized by school officials. The Title IX File contained all required documents and was well organized.
Equipment and Supplies	X		<p>Review of the uniforms showed the quality and quantity for like sports was equitable. Quality was excellent for uniforms provided. As recommended in previous audits, there is a four-year uniform rotation plan, however, it needs to be more specific showing a full cycle of review. A specific rotation schedule will also allow teams to plan ahead for raising funds for purchasing new uniforms at the determined time and that no team is overlooked. <b>It is recommended that the GEC develop a specific uniform rotation schedule based on an equitable cycle of review. (See KHSAA Recommended Action in relation to new deficiencies)</b></p> <p>Spending in the area of equipment and supplies has not been in the acceptable range for the past two years. School officials explained that this occurred because new football uniforms had to be purchased; home uniforms purchased one year and away the next year. <b>It is suggested that the 2014-2015 annual report reflect equitable spending in the area of equipment and supplies.</b> Three years of inequitable spending would reflect a pattern that could cause a deficiency in this area.</p>

Scheduling of Games and Practice Time	X		Schedules were in the Title IX file for all school sponsored teams. Like sports appeared to have equitable number of events and were compatible in scheduling events. Weight room schedules for teams were on file and posted outside the weight room. In addition, schedules for shared practice facilities were posted and filed.
Travel and Per Diem Allowances	X		In the previous audit it was stated that no written guidelines for travel and per diem were observed. There is now written travel guidelines on file, however, the guidelines did not address parameters for overnight trips. There were guidelines addressing meal provisions for regular season games. It was stated that the teams have not taken overnight trips in recent years unless it was involved in a state play-off championship. For future reference, it was suggested that the GEC develop guidelines that have more specific details regarding per diem allowance. <b>The GEC is recommended to develop a guideline of Travel and Per Diem for all teams in the event that they may participate in an overnight regular season competition.</b>
Coaching	X		As in the 2008 audit, all head coaches are on campus making access of coaches by athletes very easy. Compensation for head coaches is equitable for like sports, but compensation to assistant coaches is provided for football and girls' and boys' basketball only. All other assistants are volunteer. This situation is something that the district needs to reconsider. Paid assistants, instead of relying on volunteers, may ensure more dependability and loyalty to that position and also, a more experienced coach for the athletes. The ratio of coach to athlete is equitable for male and female athletes. There is no formal evaluation of coaches; an informal evaluation by the AD or principal is the present process.

Locker Rooms, Practice and Competitive Facilities	X		<p>The athletic facilities are all excellent, both indoors and outdoors. Schedules for facilities of like sports were on file and where possible, posted. Locker rooms were equitable for girls' and boys' basketball. The baseball and softball teams dress at the restrooms at the field. Because every athlete should have the benefit of privacy and security for personal items, these teams should have locker rooms within the school until a field house is constructed by the baseball/softball fields. It was also noted that the golf and tennis teams need a designated locker room. <b>It is recommended that these teams be assigned locker room inside the school. (See the KHSAA Recommended Action).</b> The physical education locker rooms could be used as part of these locker room assignments.</p>
Medical and Training Facilities and Services	X		<p>The weight room is located in the field house by the football field, but because the field is very close to the school it is very accessible for the female athletes. A usage schedule is in the file, as well as being posted by at the facility. Appropriate equipment for female use is available.</p> <p>There is no trainer available, but there are two rooms available. Each is equipped with a washer/dryer, ice machine, and training table. Coaches use the facilities as needed. A local physician provides services to the athletes. Physicals are provided by a local physician free of charge at the school on a designated date.</p>
Publicity	X		<p>There is only one cheering squad at Belfry High School and the AD has oversight on the assignment of girls' and boys' basketball games. The same is true with the band. The spending in the area of publicity is within the generally acceptable parameters.</p>

			<p>In the file, there are guidelines for earned awards, banner and picture displays, as well as for the hall of fame.</p> <p>Schedule cards were only seen for football, but it was stated that occasionally other sports will have them. There is also a fall sports program that features athletes for all fall sports. A handbook for athletes and also one for coaches was available.</p>
Support Services	X		<p>Overall spending totals for the past two years has not been in the acceptable range for the amount per athlete. After examining the data available and through interviews, it appears that the area of equipment and supplies is a contributing factor in this area. There are no booster clubs. Fundraising is sometimes done by individual teams, but most teams have concessions which provide extra income for their teams. All funds raised are deposited in the school accounts.</p> <p>The process of purchasing an item requires a purchase order, approved by AD or Principal, and the Site-Base council.</p>
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

1. Fencing around baseball/softball fields in order to control gate receipts. The BOE has the request. Completion date was March 17, 2014, but not started at this visit.
2. Build storage facility to be shared by baseball and softball. Request to BOE. Completion date, Nov. 2, 2014.
3. Continue youth league programs emphasizing more female participation. Youth leagues in place. Coaches working with youth coaches to increase female participation at youth levels. Completion date is April 5, 2015.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There were no observed deficiencies.

7. KHSAA Recommended Action in relation to new deficiencies

Although no deficiencies were designated in this report, the following benefit categories should be addressed:

1. In the area of Equipment and Supplies, it is recommended that the Belfry High School Gender Equity Committee develop a specific (for each team) uniform rotation schedule based on the four year rotation plan already in place. Submit on or before April 30, 2015 to the KHSAA office.
2. In the area of Locker Rooms, Practice and Competitive Facilities, the school is to submit a complete listing of locker room assignment showing provision for all teams on or before April 30, 2015.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

There are no reoccurring deficiencies.

PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Philip Haywood

District Level Title IX Coordinator:

Name	Title	Telephone
Kendra Gannon	Student	606-353-4879
Philip Haywood	AD	606-237-3900
Austin Hatfield	Student	859-388-0990
Autumn Chapman	Coach/Teacher	606-625-7552
Ryan S. Chapman	Coach/Teacher	606-625-7551
Mark Thompson	Assistant Principal	606-213-1355
Sheila Long	Parent	606-237-1688
David Varney	Community member	606-257-5331
Matt Varney	Coach/Assistant Principal	606-237-3900
Kevin Deskins	Coach/Teacher	606-213-4463
Ginni Bowen	Assistant Coach/teacher	606-625-5749
Ruth-Marie Pauley	Counselor	606-237-3900
Kathy Johnston	Title IX Auditor	859-299-5472
Sharon Tippet	Title IX Auditor	859-299-5479

10. Comments

Belfry High School's athletic facilities are of top quality. The school personnel has continued to provide excellent facilities for the athletes and opportunities for participation in a variety of sports. The willingness of the school and community to support these teams is obvious as the facilities and equipment are maintained at a very high level. The Athletic Director appeared to be well prepared for the school visit. Both students and coaches appeared to have a lot of pride in the athletic program and the school.

There was a quorum of the GEC present for the meeting at 2:00 PM.  
No one came for the community meeting scheduled for 3:00 PM.

The audit team left at 3:15 P.M.