



TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2002-2003 school year)

School: **Bell County High School**

Reviewed By: **Martha Mullins**

Date of Visit: **October 16, 2002**

Telephone Number of Reviewer: **(859) 299-5472**

1. Completed Required Forms

GE-19 Yes No

Survey Student Interest Form Yes No

Summary Forms T-1 Through T-41 Yes No

Corrective Action Plan (Form T-60) Yes No

2. Opportunities Component of Title IX Compliance

Area of Compliance:
(Check One or More)

<input type="checkbox"/>	A	Substantial Proportionality
<input type="checkbox"/>	B	History and Continuing Practice Of Programs Expansion
<input type="checkbox"/>	C	Full and Effective Accommodation of Interest and Abilities

A.) If Substantial Proportionality is chosen; does it appear that the school has performed the calculation correctly?

Yes No

(If No, include in comments section and analysis of what is incorrect in the calculation.)

Comment:
School personnel did not calculate double and triple counting correctly on Form T-1.

B.) If History and Continuing Practice of Program Expansion are chosen; does it appear that the school has performed the calculation correctly?

Yes No

Comment:
Percentages given on Form T-3 were invalid since there have been no sports or teams added in the last five years.

C.) If Full and Effective Accommodation of Interest and Abilities is chosen, does it appear that the school provides opportunities in areas of students' interest?

Yes No

Comment:
Although the school added volleyball in the Fall of 2002, consideration of golf and soccer interest need to be addressed further.

3. Has the school properly surveyed its student body to accurately assess the interests and abilities of its students?

Yes No

Comment:
It was recommended to school personnel that grades 8-11 be surveyed rather than grades 9-12.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities		X	The school failed to pass any of the three tests for compliance in this area, based on the data made available.
Equipment and Supplies		X	A disproportionate percentage of funds have been spent on boys' equipment and supplies over a three year period in relation to the ratio of participation by boys and girls. Uniforms for all sports were not available for review.
Scheduling of Games and Practice Time		X	There has been no progress in the scheduling of prime time games for girls' basketball.
Travel and Per Diem Allowances		X	There appeared to be no consistent policy on the provision of meals for athletes.
Coaching	X		School personnel are to be commended for attempting to hire specialized sport coaches for girls' sports as those programs grow. The approval of a separate coaching position for girls' tennis is an example.
Locker Rooms, Practice and Competitive Facilities		X	Although locker room space is available for all sports, only football, boys' basketball and girls' basketball have single-assignment locker rooms. Keys were not made available for all storage areas.
Medical and Training Facilities and Services	X		<p>A boys dressing room is not an appropriate location for a weight room used by both boys' and girls' teams. If another location can not be found, the use of a space for a dressing room should be strictly scheduled and the hours should be posted and monitored closely.</p> <p>Hours of use by each sport team should be posted at the entrances to the weight room. In order to better ensure modesty, traffic to and from the football locker room should be channeled away from the weight room when it is used by girls' teams.</p> <p>Because the weight room strongly resembles only a football facility, attempts should be</p>

			made to make it appear to be a unisex facility open to all sports of both genders. An inventory of weights should be taken and the coaches of girls' sports polled to see if the number and variety of weights are acceptable for the physical training of girls.
Publicity	X		Because the data from the 1999-2000 annual verification of Title IX procedures were mixed, it is recommended that the Gender Equity Review Committee tabulate what publicity is given each team, from what media, and how it is distributed. Should policies develop out of this review, a copy should be attached to the annual Title IX compliance report due to the KHSAA on April 15, 2003 .
Support Services		X	Exact expenditures from all sources were not reported on Forms T-35 and T-36 for the past two years. School personnel were advised to ensure that all athletes have access to coaches both on and off season. Tennis and golf coaches appeared to be the most inaccessible.
Athletic Scholarships**			N/A
Tutoring**	X		All students in the school have access to tutoring.
Housing and Dining Facilities and Services **		X	
Recruitment of Student Athletes**			N/A

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

The addition of more female participants was a top priority on the Corrective Action Plan for all three years of reporting. Volleyball was added as an intramural sport in 2001-2002 and then as an interscholastic sport in 2002-2003. Along with gaining a new position for a separate girls' tennis coach, school personnel are continuing efforts to encourage participation in that sport by adding more tennis courts. The survey of student interests indicated a strong interest in golf and soccer as well as tennis. A preliminary attempt to add a girls' golf team did not match the interest indicated on the survey. Soccer interest

has not been pursued. School personnel will carry out a plan that has been devised to make cheerleading assignments equitable this school year in basketball.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Lack of participation in girls' sports was the overriding deficiency observed. Providing opportunities for sports in which girls indicated an interest has been addressed to a degree, but the promotion of girls' sports and the continued provision of qualified coaches are necessary for continued progress. There is a need to provide more apparel and equipment for spring sports for both boys and girls. More administrative oversight is suggested over booster participation and records. Since the athletics director is also a coach, more overall general administrative attention to the athletics program would be advisable. Such items as policies on awards and recognitions, written schedules for use of facilities, uniform purchase, and general record keeping were not evident during the on site visit.

7. Facility Recommendations or Concerns

The clean-up, repair and refurbishing of the softball training center needs to be provided by the school so that the facility can be used as an exclusive locker room for the softball team. This would balance out the exclusive locker room space provided to the two boys' teams. The tennis courts are in need of repair, and other courts should be provided until repairs are made or new courts are constructed. Alternate courts should be provided to the girls' teams because of the positive impact it would have on overall female participation.

8. KHSAA Recommended Action

- Notify Office of Civil Rights and Request Federal Investigation of Possible Violations
- Notify Equity Division and KBE of Potential Title IX Violations
- Suspension from the Association
- Prohibition from Post Season Play
- Probation For
- Fine In The Amount of _____

School shall submit the following additional information:

(Accommodation of Interest and Abilities) School personnel shall resubmit Forms T-1, T-2, and T-4 for the 2001-2002 school year to the KHSAA office by **December 15, 2002**. If these corrected calculations do not meet any of the three tests for compliance, school personnel will attach a plan for further addressing the problem to the 2002-2003 Annual Title IX Report, due **April 15, 2003**.

(Equipment and Supplies) Included in the 2002-2003 Annual Title IX Report due to the KHSAA on **April 15, 2003**, the school is requested to provide a copy of the policies applicable to all teams that were generated by the Gender Equity Review Committee on the provision of food/meals to athletes.

(Locker Rooms) School personnel shall submit its plan to clean up and refurbish the softball training center to the KHSAA office by **December 15, 2002**.

(Prime Time Contest/Girls' Basketball) Included in the 2002-2003 Annual Title IX Report due **April 15, 2003**, the school is requested to provide information to the KHSAA concerning the number of "prime time" games scheduled (games to be played on Friday and/or Saturday nights) for its girls' varsity basketball team during prime times (when compared with the percentage of boys' games scheduled for prime times), the school shall advise the KHSAA of action it intends to take to immediately correct the difference.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Dudley Hilton

District Level Title IX Coordinator: Susan Williams

Name	Title	Telephone
Dudley Hilton	Athletics Director/FB Coach	606-337-2004
Susan Williams	District Title IX Coordinator	606-337-7051
Jeff Saylor	Principal	606-337-7061
Larry Elliot	Girls' Basketball Coach	606-337-7061
Gary Lawson	KHSAA Audit Team Member	502-875-3817
Martha Mullins	KHSAA Audit Team Member	859-269-3394

10. Comments

A. Notes

1. It is imperative that school personnel review the original compliance document submitted in 1999-2000 and clear up the ambiguities, enter missing data, and redo forms that were computed incorrectly in order to have in place the base data needed for subsequent evaluation.
2. It is recommended that the Gender Equity Review Committee review the following benefits to ascertain whether or not results reasonably match the participation ration of male and female athletes:
 - a. the number of away competitions in all sports
 - b. the number of athletes given access to sports camps
 - c. the number of athletes eligible for individual awards and recognitions
1. It is strongly recommended that school personnel develop policies that require

approval by the principal for all fund raising events, special events, and for all expenditures by booster organizations. Inclusion of a booster representative on the Gender Equity Review Committee is advised. It is also recommended that notice of the Gender Equity Review Committee meetings be better publicized.

B. The Public Comment Session began at 6:10 p.m. in the school's auditorium. It was attended by the principal, the district Title IX Coordinator, 6 parents, and the KHSAA Audit Team members. Clarifications of what Title IX covered were requested at the beginning of the meeting. There then followed a series of questions related to the equivalent treatment of athletes in terms of travel meals, equipment, post practice transportation, and facilities which were fielded by the principal. The auditors left the meeting at 7:00 p.m. with the meeting still in progress. The dialogue continued between the principal and parents.

