



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

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

School: **Betsy Layne High School**  
 Prepared By: **Reba Woodall**  
 Date of Re-Visit: **November 17, 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)

X	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 Betsy Layne High School, it appears the school has 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 Betsy Layne 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 Betsy Layne 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: The Student Interest Survey conducted in 2007-2008 had a return rate of 100%. The KHSAA requests a return rate of 80% for validity purposes. The 2007-2008 survey did show in interest in girls' tennis and girls' soccer.

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, Betsy Layne High School has met the standards established for Test 1, and Test 3 for the 2007-2008 school year. During the Revisit, the possibility of meeting the standards for all the tests each year was discussed in the Gender Equity Committee Meeting. The need to meet the standard for one test each year was also addressed at the meeting. The drop in participation numbers from 2007 and 2008 were discussed during the Interview sessions. Counting participants correctly should be a priority for the 2008-2009 Annual Report. The Student Interest Survey was conducted with a return rate of 100% in 2008. It was suggested during the meeting that when the survey is given again, it be given during the fall so that there will be time to calculate the answers and address any new interests before the Annual Report due date of April 15<sup>th</sup>. The 2007-2008 Survey showed an interest in girls' soccer and girls' tennis. <b>The school should investigate and determine if this interest is appropriate and feasible for the school at this time. The Corrective Action Plan and T-3 form for the 2008-2009 Annual Report should reflect this investigation.</b> Procedures for student interest investigation were discussed during the Gender Equity Committee meeting.</p> <p>The school's Permanent Title IX File contained Annual Reports and a number of other policies/guidelines. There were no Gender Equity Committee meeting minutes. Minutes were taken at the Revisit Gender Equity Committee meeting. <b>Copies of all minutes taken this year should be sent to the KHSAA with the school's 2008-2009 Annual Report.</b> The first on site visit occurred in February 2000. Since that time the KHSAA has requested schools produce a number of guidelines/policies for Title IX equity and school documentation. The need for these were discussed with the Title IX Coordinator,</p>

Accommodation of Interests and Abilities Cont'd		Principal, and Gender Equity Committee. All district policies and plans that affect Title IX should be included in the school's Permanent Title IX File.
Equipment and Supplies	X	<p>Review of the uniforms during the Revisit showed equivalence for the male and female team uniforms. According to the information on the 2008-2009 Revisit forms T-71 and T-72, the school is currently spending approximately \$170 per female athlete and \$ 160 per male athlete. Although this benefit is equitable at this time, this benefit can quickly become inequitable and therefore it is recommended the Gender Equity Committee monitor spending each year. The school did not have a written uniform replacement guideline. <b>A guideline, which includes golf, should be produced. A copy should be given to each head coach and a copy should be placed in the Permanent Title IX File. This year a copy should be sent to the KHSAA.</b></p> <p>Storage is limited but equitable.</p> <p>An equipment inventory for all teams would help the administration with equitable spending.</p> <p>The school procedures, for purchasing equipment, were discussed during the interview sessions with regard to administrative approval prior to ordering and purchasing equipment. All areas pertaining to athletics were available for observation by the KHSAA Audit Team.</p>
Scheduling of Games and Practice Time	X	<p>Betsy Layne High School was in compliance for the 2007-2008 school year with 50% of girls' basketball games played on prime dates as well as 44% for the upcoming 2008-2009 school year. Every year the KHSAA checks for compliance after the regular season games are completed. The school had a written practice/game schedule which did not include all sports or all facilities. <b>This usage schedule should be redone to include all sports, all facilities, and all practices and games. A copy of this schedule should be given to all coaches, one copy kept in the Permanent Title IX File, and one sent to the KHSAA.</b></p>

<b>Travel and Per Diem Allowances</b>	X	<p>The spending for this benefit in 2007-2008 was equitable. The Board of Education has a Travel and Per Diem Policy. The school administration and Gender Equity Committee should review this policy and expand it if appropriate. <b>When this document is completed, a copy should be given to each head coach and each booster club as well as sending one to the KHSAA. A copy should also be kept in the school's Permanent Title IX File.</b> As with any policy, this may need approval from the Site Based Council, Board of Education, etc. The school Title IX Coordinator should verify procedure and follow accordingly.</p>
<b>Coaching</b>	X	<p>According to the information submitted by Betsy Layne High School on the 2008-2009 Revisit forms T-71 and T-72, it appears the coaching salaries are equitable. There are three coaches of female teams on campus and four coaches of male teams on campus. The number of coaches for like teams and number of teams are equivalent.</p>
<b>Locker Rooms, Practice and Competitive Facilities</b>	X	<p>The athletic facilities at Betsy Layne High School include a football field, softball field, and two gymnasiums. The baseball field is located a few miles from the school in a city park. The baseball field is shared with other county schools. One gymnasium is located on campus and is mainly used for practice and freshman basketball games. The other gymnasium is located about two miles from the school. The locker room in the off campus gymnasium is shared by boys' basketball, girls' basketball, and volleyball. The other sports, with the exception of football, use the locker rooms in the main school building or the off campus facility. All storage space is shared. The school continually gives an advantage to girls' sports in this benefit area. The school has correctly addressed this advantage on their T-60 Corrective Action Plan. This will continue until a baseball field can be constructed on campus. At the present time the school does not appear to have available land for this. Acquiring land for a baseball field and construction of the field would need to be added to the school system's long range plans.</p>

Locker Rooms, Practice and competitive Facilities Cont'd			The school should have a written locker room assignment sheet. A copy of this should be given to each head coach, and a copy kept in the Permanent Title IX File. A copy should also be sent to the KHSAA.
Medical and Training Facilities and Services	X		The school does not have a trainer. Each coach is responsible for his/her athletes. All athletes have access to a free physical exam. The football locker room has a washer and dryer. The school has two weight rooms. One is located in the football locker room building. The second one is located in the main building. The second weight room has approximately eight stations plus one universal type station. There was one Olympic weight bar, light weight plates, and dumbbells. The room could use a few lighter weight bars, and dumbbells. This weight room is used by the female teams. <b>The school needs to have a written team usage schedule. This schedule should be posted outside the weight rooms, a copy given to each head coach, a copy kept in the Permanent Title IX File, and a copy sent to the KHSAA.</b>
Publicity	X		Betsy Layne High School has one cheerleading squad. The cheerleaders, pep band, dance team, and pep club perform at an equal number of male and female competitions. The school has pep rallies, one athletic banquet for all sports, regular announcements about competitions and results, and a media guide for fall and winter sports.  The school has guidelines for the Hall of Fame but no other awards. Pictures, trophies, performance charts, etc. were present throughout the school and athletic facilities. The guidelines could include but not be limited to bars and letters, banners, posters, trophies, retired jerseys, banquets, etc. <b>The school should produce guidelines/policies that cover awards or recognition of any kind. A copy should be given to all head coaches, a copy kept in the Permanent Title IX File, and a copy sent to the KHSAA.</b>

<b>Support Services</b>	X		The school has signed booster club agreements for all sports except football and boys' basketball. After the interview sessions it appeared the administration has prior approval for fundraising but not spending. The importance of administration oversight of booster club expenditures was stressed during the Revisit. All expenditures, including booster club, should be reflected on the T-35 and T-36 Annual Report forms. According to the 2007-2008 Annual Report, overall spending was \$435 per female athlete, and \$497 per male athlete. This difference appears equitable.
<b>Athletic Scholarships</b>	NA		
<b>Tutoring</b>	X		Tutoring occurs in the morning which could cause some student athletes on late buses to miss this benefit. This should be reviewed.
<b>Housing and Dining Facilities and Services</b>	NA		
<b>Recruitment of Student Athletes</b>	NA		

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

The most recent Corrective Action Plan lists the following; continue improvements to both male and female facilities, increase number of fundraising activities for both male and female sports teams, and address Board of Education about constructing a baseball field on campus.

6. **Observed Deficiencies in Overall Girls and Boys Athletics Programs**

None

7. **KHSAA Recommended Action in relation to new deficiencies**

The following are not considered deficiencies at this time, but they need to be addressed.

1. Please submit to the KHSAA, no later than **April 15, 2009**, copies of all Gender Equity Committee meeting minutes for the 2008-2009 school year. Copies of the minutes should be kept in the school's Permanent Title IX File. *Done*

2. Please submit to the KHSAA, no later than **March 1, 2009**, a copy of an established guideline/policy with regard to determining who, how, and when an athlete or team will be honored with banners, awards or recognition and what the school's standard accomplishments must be in order to receive such recognition. A copy should be provided to all head coaches and a copy must be kept in the school's Permanent Title IX File. *Done*

3. Please submit to the KHSAA, no later than **March 1, 2009**, a copy of a documented weight room schedule for both male and female athletes at your high school. This schedule should be provided to all head coaches and must be posted in view in your weight rooms and maintained for review within your school's Permanent Title IX File. *Done*

4. Please submit to the KHSAA, no later than **March 1, 2009**, a copy of a documented locker room assignment sheet for all sports teams. A copy of this document should be distributed to all head coaches and a copy must be maintained in your school's Permanent Title IX File. *Done*

5. Please submit to the KHSAA, no later than **March 1, 2009**, a copy of a documented usage schedule for all practice facilities. A copy of this document should be distributed to all head coaches and a copy must be maintained in your school's Permanent Title IX File. *Done*

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

7. Please submit to the KHSAA, no later than **March 1, 2009**, a copy of a school wide guideline/policy that addresses the Travel and Per Diem benefit 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*

8. The school's 2008-2009 Annual Report due **April 15, 2009**, should include the findings and plans, if appropriate, of the investigation concerning student interest in adding girls' soccer and girls' tennis. *Done*

*Feb 9<sup>th</sup> / April 23, 2009  
R Woodell*



**8. KHSAA Recommended Action in relation to reoccurring deficiencies**

None

**9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING**

**High School Title IX Coordinator: Ricky Thacker**

**District Level Title IX Coordinator: Keith Henry**

<b>Name</b>	<b>Title</b>	<b>Telephone</b>
Steve Roberts	Parent	606-478-2712
Richie Tackett	Student Athlete	606-478-5547
Andie Meade	Student Athlete	606-422-2121
Christina Crase	Teacher/Coach	606-454-8515
Cassandra Akers	Principal	606-794-3106
Terri L. Hall	Assistant Principal	606-226-0485
Ricky L. Thacker	Athletic Director	606-213-5535
Jenny McCarty	KHSAA Audit Team	859-299-5472
Reba Woodall	KHSAA Audit Team	859-299-5472

**10. Comments**

It is apparent that school personnel, students, and community support Betsy Layne High School's athletic endeavors. They seem willing and eager to help the school in maintaining and improving the athletic opportunities and benefits for all athletes. The students are proud to be members of the athletic teams and the Gender Equity Committee is committed to equality through out the athletic department. For continued long range success, the District, School Administration, and Gender Equity Committee should be diligent in assessing current and future equity issues as well as creating necessary documentation as reflected in the requests for written guidelines.

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 5:20 p.m.