



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

(For schools re-visited during the 2012-2013 school year)

School: Breathitt County High School  
Prepared By: Kathy Johnston  
Date of Re-Visit: October 25, 2012  
Telephone Number of Reviewer: (859) 299-5472  
Reviewed By: **Darren Bilberry, Asst. Commissioner**

1. Completed Required Forms

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      |
| 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 data and reports submitted for the years 2010-2012, it appears that Breathitt County High School does not meet the standard of Test 1 for the provision of athletic opportunities.

- 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 and reports submitted for the years 2010-2012, it appears that Breathitt County High School does not meet the standard of Test 2 for the provision of athletic opportunities.

- 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 and reports submitted for the 2011-2012 school year, it appears that Breathitt County High School does not meet the standard of Test 3 for the provision of athletic opportunities.

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

Comments: According to submitted reports, the most recent Student Interest Survey was conducted during the 2011-2012 school year. Students in grades 8-11 were surveyed with a return rate of 82%. Interest in bass fishing was documented on the submitted T-3 summary form, however, other interests on the survey was indicated in golf, bowling, and tennis.

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

| Benefit to Students                      | Satisfactory | Deficient | Comments   |
|--|--------------|-----------|--|
| Accommodation of Interests and Abilities |              | x         | <p>The most recent Student Interest Survey was conducted during the 2011-2012 school year. Students in grades 8-11 were surveyed with a return rate of 82%. The submitted T-3 summary form indicated interest in bass fishing, however, interests from the survey was also shown in girls' golf (8), bowling (64), and tennis (57). This interest was not documented on the T-3 summary form. In order to meet the standard for Accommodation of Interests and Abilities all indicated interests must be recognized and pursued for validity.</p> <p>(see item # 7.)</p> <p>According to the data and reports submitted, Breathitt County High School offers ten (10) levels of play for females and nine (9) levels of play for males. There are currently five (5) varsity sports for females and six (6) for males.</p> |
| Equipment and Supplies                   | x            |           | <p>There was equitable, written evidence of a four (4) year rotation plan in place for the review and/or purchase of uniforms. Uniforms viewed were -mid to upper tier in quality and showed parity in the quantity provided. Interviews with administration indicated that all uniforms are school purchased.</p>   |
| Scheduling of Games and Practice Time    | x            |           | <p>Equitable, written plans were viewed regarding the use of shared facilities. Team schedules were viewed that showed a comparable number of competitive event opportunities for all sports and parity for the like sports.</p>   |

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| Travel and Per Diem Allowances                    | x |  | <p>There was written evidence of a guideline for meal provision for athletic teams. However, there was no guideline that provided for the provision for mode of transportation and housing parameters (overnight stay). Interviews with students and coaches indicated the use of school provided transportation for all competitive events.</p> <p>(see recommendation a.)</p>  |
| Coaching  | x |  | <p>There was written evidence of a board approved pay schedule of coaching positions that showed equivalence in number of positions and parity for all sports. Based on recent data, it appears that the ratio of student to coach access is 11:1 for males and 10:1 for females. The school is to be commended for the improvement in the number of different coaches for the female sports. This avoids the 'season overlap' that results from coaches coaching multiple sports.</p>   |
| Locker Rooms, Practice and Competitive Facilities | x |  | <p>All available locker rooms were viewed, but there was no written evidence of locker room assignment.</p> <p>(see recommendation b.)</p> <p>Improvements in the auxiliary gym which is an exclusive site for volleyball practice and matches included a new floor and scoreboard. The softball and baseball facilities are located approximately 1.5 miles from the high school at the middle school site. Both were equivalent in amenities and aesthetics. There is also the addition of an indoor hitting facility that is shared by softball and baseball. There was evidence of a posted schedule showing</p> |

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|  |  |  | <p>equitable use and access. Interviews with coaches and administration indicated a structural plumbing type problem in the volleyball locker room. Because of this, access is limited due to standing water and concern for safety and the ability to secure items. Females then use a nearby restroom to dress.</p> <p>(see recommendation c.)</p> |
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| <p>Medical and Training Facilities and Services</p> | <p>x</p> |  | <p>There are two (2) weight rooms at Breathitt County High School. One is located in the upstairs area in the auxiliary gym and the other is located in an adjacent building next to the high school. Both rooms have appropriate equipment for female use and provide equitable access. There was written evidence of equitable use posted in the weight room located at the adjacent building site. Written evidence also showed that there is a weight lifting/conditioning class for females and one for males offered the last two periods of the school day. Interviews with students indicate popular use of the weight room at this time as transportation after school is difficult for many of students. The school does not have an Athletic Trainer but has access to the services of a Physical Therapist that is contracted through the school. Athletic physicals are provided three (3) times a year, at no charge to the students, and provided by the school nurse and area local physicians.</p> |
| <p>Publicity</p>                                    | <p>x</p> |  | <p>There was written evidence of an awards guideline that included recognition in the form of banquets, picture / banner display, jacket awards, and individual / team state champions. Interviews with administration indicate that there is one cheerleading squad. They cheer at all football, girls and basketball home games. All support groups are scheduled on an equitable basis and with administrative</p>   |

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|  |   |  | oversight.  |
| Support Services                           | x |  | <p>Breathitt County High School is to be commended for its efforts in regard to the review of its overall spending patterns. Based on reported data, Breathitt County High School meets the acceptable parameters of spending for females. Interviews with administration indicate the existence of booster clubs with accounts housed off site. There was written evidence of a school guideline that all fundraisers are to be approved by administration. However, there was no provision for school administrative oversight in the area of booster expenditures.</p> <p>(see recommendation d.)</p> <p>There was written evidence of storage assignment for all sponsored teams.</p> |
| Athletic Scholarships                      |   |  | N/A   |
| Tutoring                                   |   |  | N/A   |
| Housing and Dining Facilities and Services |   |  | N/A   |
| Recruitment of Student Athletes            |   |  | N/A   |

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

- Increase interest in girls golf, tennis, soccer, bowling, and bass fishing
- Develop softball / baseball hitting facility
- Increase freshman interest in programs
- increase interest from fall sports programs to the spring programs
- revive interest in boys/girls tennis

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There was one observed deficiency during the visit to Breathitt County High School. This deficiency is in the area of Accommodation of Interests and Abilities. The most recent Student Interest Survey indicated interest in girls' tennis, bowling, and golf, but only fishing was reflected on the submitted T-3 form.

7. KHSAA Recommended Action in relation to new deficiencies

Accommodation of Interests and Abilities:

Please submit to the KHSAA, no later than January 15, 2013 documented evidence for the pursuance of girls tennis, bowling, and golf. This documentation should include meeting dates (minimum of 2), meeting agendas, sign-in sheets showing attendance, and minutes. Upon submission, this should be made part of the permanent Title IX file.

The following are not deficiencies, but recommendations that need to be addressed:

- a. Please submit to the KHSAA, no later than January 15, 2013, an expanded travel and per diem guideline that would include mode of transportation and established parameters of spending for housing and food on overnight trips.
- b. Please submit to the KHSAA, no later than January 15, 2013, a locker room assignment for all sponsored sports teams that insures overall equity and equivalence.
- c. Please submit to the KHSAA, no later than January 15 2013, a plan for improvement of the designated volleyball locker room area providing a fully accessible, safe, and secure environment.
- d. Upon receipt of this report, the Gender Equity Review Committee, to insure continued equivalence in overall spending, should consider a procedure for the approval and/or administrative oversight of booster expenditures.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A



9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Mike Holcomb

District Level Title IX Coordinator: Jennifer Spencer, Federal Programs, 606-666-2491

| Name              | Title               | Telephone    |
|-------------------|---------------------|--------------|
| Mike Holcomb      | Athletic Director   | 606-568-5543 |
| Karen Griffith    | Secretary           | 606-295-9211 |
| Derek McKnight    | Principal           | 606-666-7511 |
| Mary Lou Hamilton | School Board Member | 606-666-7836 |
| Lynn Herald       | Attorney            | 606-666-2794 |
| Gary Lawson       | KHSAA               | 502-545-3393 |
| Kathy Johnston    | KHSAA               | 859-494-2509 |
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9. Comments

Breathitt County High School was very prepared for the visit. Administrators were very receptive to recommendations made by the audit team.

The members of the Gender Equity Review Committee that were in attendance showed great interest in providing as many opportunities and support to its students. They appear to be very committed to the success of Breathitt County High School and its provision for opportunities and benefits.