



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

(For schools re-visited during the 2016-2017 school year)

School: Brown School
 Prepared By: Gary W. Lawson
 Date of Re-Visit: September 21, 2016
 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
- Corrective Action Plan Summary Charts (Form T-60) Yes No

2. Opportunities Component of Title IX Compliance

Area of Compliance:
(Check One or More)

X	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: According to the rosters and data submitted, the school has met the standard established by prong 1 of the athletic opportunities test during each of the past two school years. In 2015-16, the school met sub-part 3 of Test 1 by showing a 51.8% ratio of female participants per team for non-coed sports when compared to total participants.

- 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: The rosters and information submitted indicate that the standard established in prong 2 of the athletics opportunities test has been met during each of the past two school years. The T-2 form in the 2015-16 annual Title IX report shows that four varsity teams for females have been added during the past five years. These four teams currently have approximately 40 participants which increased the total percentage of participation for females to 38.8%.

- 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: The documentation on the T-3 form in the 2015-16 annual Title IX report shows the steps being taken to validate the indicated interest in soccer and archery. This makes it likely that the standard established by prong 3 of the athletics opportunities test is being met.

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

Comments: The information submitted on the T-63 form in the 2015-16 annual Title IX report shows that a 93% completion rate was received on the most recent student athletic interest survey.

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 May 7, 2001 Title IX school visit report rated this category <i>Satisfactory</i> and specified that it appeared the school was meeting the standards established by all three prongs of the athletic opportunities test. The January 18, 2011 school visit report also rated this area <i>Satisfactory</i> based on the fact that it appeared the standard established by prong 3 of the opportunities test was being met. A review of the annual reports for the past two years again gives strong indication that the standards established by all three prongs of the opportunities tests are being met. It is recommended that the school continue to follow up on all the indicated interests shown on the student athletic interest survey. (See a detailed explanation for all three opportunities tests on page 2 of this report.) During the most recent school visit, a thorough review of the Title IX file was conducted. The file was found to contain all the annual Title IX reports for the past five years, the two previous Title IX school visit reports, a district-approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, current game schedules for all school-sponsored varsity teams, facilities usage schedules for the gym and weight training room, written guidelines regarding the posting of banners and other forms of athletic recognition, a written designation of locker room and athletic equipment storage space assigned each team, detailed and organized minutes for Gender Equity Review Committee meetings held during the past three years, a written uniform review, rotation, and/or replacement plan (see <i>Equipment and Supplies</i>), written regulations addressing the equitable provision of travel and per diem, and a copy of the school's Athletic Facility Emergency Medical Plan (KRS 160.445). <u>School officials were highly commended for the development and maintenance of a comprehensive and well organized Title IX file.</u></p>

Equipment and Supplies	X		Both the 2001 and 2011 Title IX school visit reports deemed this benefit category <i>Satisfactory</i> . The most recent visit showed that the school has a written uniform review/rotation and/or replacement plan that shows equity of provision among all varsity team. UPON RECEIPT OF THIS REPORT, THE CURRENT PLAN SHOULD BE EXPANDED TO SHOW A FULL CYCLE OF REPLACEMENT FOR ALL SCHOOL SPONSORED TEAMS. Information gathered during the visit revealed that all uniforms except those for boys and girls basketball, boys and girls soccer, volleyball, baseball and softball were purchased by the individual athletes who kept them at the end of the season. All the uniforms and equipment reviewed during the visit appeared to be of high quality and supplied in equitable quantities. According to the data submitted in the 2014-15 and 2015-16 annual Title IX reports, the school was spending approximately \$51 per female athlete and \$67 per male athlete for equipment and supplies.
Scheduling of Games and Practice Time	X		The 2001 Title IX school visit report rated this benefit category <i>Satisfactory</i> but the 2011 report rated it <i>Deficient</i> because it appeared the male athletes had a distinct advantage in relation to the scheduling of athletic events during the most optimal playing times. According to a review of the most recent varsity team schedules, there seems to be parity in relation to scheduling during optimal playing times. Information gained during the visit revealed that the number of competitive events scheduled for teams of "like" sports was comparable. Facilities usage schedules showing parity were available for the gym and weight training room.
Travel and Per Diem Allowances	X		The 2001 and 2011 Title IX school visit reports deemed this benefit category <i>Satisfactory</i> . The most recent visit showed that the school's Title IX file contained written guidelines addressing equitable provision in regard to mode of transportation and provision of food and lodging

Travel and Per Diem Allowances continued			for student athletes. According to data submitted in the 2014-15 and 2015-16 annual Title IX reports, the school was spending approximately \$31 per female athlete and \$20 per male athlete for travel and per diem.
Coaching	X		The two previous Title IX school visit reports deemed this benefit category <i>Satisfactory</i> . The school's athletic director is currently responsible for evaluating all head coaches. A written instrument is used as a part of this process. A review of the district's extra service pay schedule for coaches indicated parity. The T-35 form submitted in the 2015-16 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports was comparable. The information submitted in the 2015-16 annual Title IX report shows that the coaching ratio for female athletes is 8.5 participants per coach and the ratio for male athletes is 9.7 participants per coach. Information gathered during the most recent visit revealed that 30% (3/9) of the head coaches of girls teams and 0% (0/9) of the head coaches of boys teams are on-campus employees.
Locker Room, Practice and Competitive Facilities	X		<p>The 2001 and 2011 Title IX school visit reports designated this benefit category <i>Satisfactory</i>. The tour of facilities during the most recent visit showed that all the competitive facilities for school-sponsored except the gym were off the school campus.</p> <ul style="list-style-type: none"> · Both baseball and softball play all games away. Both teams use practice fields at Beechmont Park located approximately 10 miles from the school. The two fields have almost identical amenities. · Both the boys and girls cross country teams practice at Joe Creason Park which is around 10 miles from the school. The school hosts no meets. · Both the boys and girls golf teams practice at the Shawnee Golf Course that is about 10 miles from the school.

Locker Room, Practice and Competitive Facilities			<ul style="list-style-type: none"> · Both the boys and girls soccer teams practice and compete at separate fields located at the Louisville Soccer Park that is about five miles from the school. The two fields offer almost identical amenities. · Both the boys and the girls swim teams practice at the downtown YMCA which is approximately one block from the school. They currently host no home meets. · The girls and boys tennis teams practice and compete at the tennis courts at Tyler Park which are about eight miles from the school. <p>The school is able to offer a wide array of sports despite the lack of on-campus facilities. The school has two large locker rooms in the building (one for girls teams and one for boys teams) which are used by all sports except swimming since locker space for them is available at the YMCA. The girls locker room at the school appears to be slightly better maintained than the boys. All teams are assigned suitable athletic equipment storage space at the school. All the space that is assigned seems to reflect the size of the team, type of equipment used, and the provision of equity for student athletes.</p>
Medical and Training Facilities and Services	X		<p>Both the 2001 and 2011 Title IX school visit reports rated this benefit category <i>Satisfactory</i>. The school's weight training room is located in the basement of the gym. The facility is average in size and appeared to have numerous training options that were suitable for female athletes. Interviews indicated there was some use of this facility by females. An equitable usage schedule for the weight training room was part of the Title IX file and also posted at the facility. A certified athletic trainer is available on an equitable basis to all student athletes on a daily basis from 2:00-5:00 pm through a contract with K.O.R.T. Student athletes at the school are responsible for getting their own annual physical examinations.</p>

<p>Publicity</p> <p>Publicity continued</p>	<p>X</p>		<p>The two previous Title IX school visit reports rated this benefit category <i>Satisfactory</i>. The 2011 report documented that the school did not sponsor a cheerleading squad at the time. The school currently sponsors one cheerleading squad that cheers at all home boys and girls basketball games and at “selected” away games. In an attempt to insure parity, the athletic director monitors the number of away games at which cheerleaders provide support. The pep band performs at all home doubleheader boys/girls basketball games. The Title IX file contained written regulations addressing the posting of athletic banners, and the provision of athletic awards and post season ceremonies and banquets. Interviews with student athletes and coaches indicated parity in regard to provision of these benefits. The data submitted in the 2014-15 and 2015-16 annual Title IX reports show that the school was spending approximately \$3.50 per female athlete and \$3.90 per male athlete for awards.</p>
<p>Support Services</p>	<p>X</p>		<p>The 2001 and 2011 Title IX school visit report designated this benefit category <i>Satisfactory</i>. The most recent visit revealed there are no athletic booster clubs established at this time. Some sports do charge a small “athletic fee”. Interviews with administrators offered evidence that the fees charged were equitable for all “like” teams. The internal audit summaries for the 2014-15 and 2015-16 annual Title IX reports show that athletic spending was within generally accepted parameters for the provision of parity for a non-football playing school. In 2014-15, the school spent approximately \$291 per female athlete and \$308 per male athlete. In 2015-16, approximately \$422 per female athlete and \$351 per male athlete was spent for total support. The benefits observed during the most recent visit reflected the equity of expenditures.</p>
<p>Athletic Scholarships</p>	<p>NA</p>		

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)

The school's most recent T-60 forms call for the following:

- The pursuit of the interest in girls soccer, baseball, and archery.
- Addressing the gender-related advantages in the benefit areas of *Travel and Per Diem* and *Coaching*.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No deficiencies were designated as a result of the September 21, 2016 Title IX school visit. The information gathered during the visit indicated that provision of equity is a significant priority when making decisions in regard to athletics.

This school is to be commended for offering a wide array of athletic opportunities for students especially when the school's downtown location and lack of on-campus facilities is considered. Evidence that excellent opportunities for participation are available is apparent by the fact that at the time of two of the three Title IX school visits, (May, 2001 and September, 2016) the school appeared to be meeting the standards established by all three Title IX opportunities tests.

7. KHSAA Recommended Action in relation to new deficiencies

No new deficiencies were designated as a result of the September 21, 2016 Title IX school visit.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

The deficiency designated by the January 18, 2011 school visit report in the benefit category of *Scheduling of Games and Practice Times* appears to have been addressed by scheduling a greater percentage of female varsity events during optimum playing times over the past two years.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Justin Leonard, 546 South First Street, Louisville, KY 40202
(502) 485-8216

District Level Title IX Coordinator: Georgia Hampton, 3001 Crittenden Dr., Louisville, KY 40209
(502) 485-3499

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Morgan W. Flecke	Student Athlete	(502) 485-8216
Evan S. Thompson	Student Athlete	(502) 485-8216
Stacy S. Pendleton	Girls Basketball	(502) 777-1106
Bailey Bard	Girls Soccer	(502) 657-9993
Angela Parsons	Principal	(502) 485-8216
Paula M. Broyles	Parent/Teacher	(502) 641-6234
Erin Spalding	Parent/Boys Basketball Coach	(502) 403-0021
Justin Leonard	Athletic Director	(502) 345-3315

10. Comments

No one from the community attended the Public Comments session. The school's athletic director, Justin Leonard, was commended for his excellent preparation for the school visit. The meeting was adjourned at 3:30 pm EDT.