



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

**(For schools re-visited during the 2013-2014 school year)**

School: Buckhorn High School  
 Prepared By: Barbara Kok  
 Date of Re-Visit: October 31, 2013  
 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
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 data and reports submitted for the years 2012-2013, it appears that Buckhorn High School has 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 2012-2013, it appears that Buckhorn 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 years 2012-2013, it appears that Buckhorn High School has met 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 the submitted reports, the most recent Student Interest Survey was conducted during the 2011-2012 school year. Students in grades 8 thru 11 were surveyed with a return rate of 86%.

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 data provided on the 2012 Student Interest Survey, students in grades 8 thru 11 were surveyed with a 86% return rate. There are currently 8 sport level opportunities for males and 9 for females. In order to determine future athletic opportunities, the Student Interest Survey is scheduled to be administered Spring semester 2014.</p>
Equipment and Supplies	X		<p>Uniforms viewed appeared to be of high quality and equivalent in quantity for all sports. A written 3 year rotation/replacement policy was in the Title IX file. Coaches and athletes interviewed indicated they were aware of the policy and procedure required to purchase new uniforms.</p> <p>All other equipment viewed appeared to be equivalent in quality and quantity.</p>
Scheduling of Games and Practice Time	X		<p>Buckhorn High School shares its' athletic facilities with both the middle and elementary schools located in the same building. There was a written schedule in the Title IX file that appears to be equitable to all.</p> <p>An indoor hitting facility located in the large gym is shared with the baseball and softball teams. A written schedule for this facility indicating equal time needs to be developed and placed in the Title IX file.</p> <p>See KHSAA recommendation (a).</p>
Travel and Per Diem Allowances	X		<p>Written policy in the Title IX file indicates transportation is provided by school buses to all athletic events. Over night or out-of-state trips are subject to administrative approval. Parameters that ensure parity in expenditures for motel or per diem were not included in the travel policy.</p>

			<p>See KHSAA recommendation (b).</p> <p>Annual reports for 2011-2013 show a difference in expenditures for travel that appears to favor male athletes. Interviews with the coaches and athletic director indicated there were two reasons for this disparity:</p> <ol style="list-style-type: none"> <li>1) The boys' basketball team traveled to Florida for a Christmas tournament while the girls' basketball team opted for two in state tournaments due to young and inexperienced players. A written statement from the girls' coach citing this was his decision was presented to auditors.</li> <li>2) The athletic director stated transportation expenditures for minor sports were paid from the boys' basketball account. This misreporting of expenditures created a large disparity between male and female athletes.</li> </ol> <p>See KHSAA recommendation (c).</p>
Coaching	X		<p>A Board approved pay schedule for coaches was included in the Title IX file that appears to be fair and equitable. The current ratio of athlete to coach is 15:1 for male and 11:1 for females. A review of the number of on-campus and off-campus coaches showed equitable access for male and female athletes.</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>Buckhorn has two gymnasiums that appear to be shared equally with volleyball, girls basketball and boys basketball. Competitive events are held in the large gymnasium. A written rotation plan was present in the Title IX file. Locker rooms (2) are located off the large gym and are assigned for all sports.</p> <p>The Cross- country team practices and competes at the Buckhorn State Park</p>

			<p>campground.</p> <p>The baseball field and softball field are located on the school campus. Deficiencies were given in this benefit area for the 2008 audit due to the no lights and open dugouts on the softball field. Lights were installed on the softball field two years ago. Auditors observed the construction site and were presented with written plans for the new dugouts. There was a written statement signed by the school superintendent guaranteeing the completion of the dugouts by the start of softball season. The District athletic director also stated a new backstop was to be installed at this time.</p> <p><b><u>See KHSAA recommended action</u></b></p>
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Medical and Training Facilities and Services	X		<p>The weight room is located in a converted classroom and shared with the athletic director. Equipment and facilities are appropriate for use by female athletes. A schedule for usage for all teams was posted and included in the Title IX file.</p> <p>Primary Care from Hazard provides an opportunity for all students to have a free physical during the Back To School Bash. Coaches provide first aid services to the athletes.</p> <p>Emergency plans for all venues were written and present in the Title IX file.</p>
Publicity	X		<p>Buckhorn has one cheerleading squad that cheers for all home games and post-season competition. Written guidelines were available in the Title IX file.</p> <p>An Awards Policy was in the Title IX file but it did not address all items on public display. All sports teams held banquets at the end of their season. Seniors who have participated for 3 or more years are awarded a letter jacket.</p> <p>See KHSAA recommendation (d).</p>
Support Services	X		<p>Buckhorn does not have booster clubs that support athletics. Coaches and parents are responsible for fundraising activities. Expenditures of any monies must be approved by the administration providing oversight that ensures parity and equity for all athletes. Over all spending for the past two years appears to fall within acceptable parameters both on percentage and per athlete basis.</p>

Athletic Scholarships			
Tutoring			
Housing and Dining Facilities and Services			
Recruitment of Student Athletes			

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

1. Disparity between baseball and softball facility - Lights were installed on softball field two years ago. New dugouts are being constructed and due to be completed by the start of the season.
2. Advantage in spending on travel, basketball awards and food toward males -This issue is being addressed by revamping the distribution of gate receipts to all sports. A self-audit indicated the success of the boys basketball for the season (district champs) and number of senior awards created the difference in expenditures on the 2012-2013 Annual report.
3. Decrease in the number of female participants - advertise programs for girls through social media and within the school. Coaches will work more in off-season to generate interest (i.e., summer ball, open gyms, etc).

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No deficiencies were observed.

7. KHSAA Recommended Action in relation to new deficiencies

Although there are no observed deficiencies, the following are recommendations to help ensure consistent equitable benefits:

- (a). **By January 31, 2014**, develop and post a schedule of equitable use of the indoor hitting facility for softball and baseball. This should be included in the permanent Title IX file.
- (b). Upon receipt of this report, revise the current travel policy in the Title IX file and include parameters for housing for over night stay and allowance for per diem that will ensure parity for all.
- (c). **By January 31, 2014**, school administrators and the Gender Equity Committee should review expenditures reported on the T-35 form in 2012-2013 in the area of travel, awards and facilities. Zeros listed for some teams do not reflect the actual expenditures in benefits. It recommended that the athletic director and school administrator attend a KHSAA workshop to understand accurate reporting on the Annual report on form T-35.
- (d). **By January 31, 2014**, the Gender Equity Committee should develop awards guidelines to include provision and criteria for school earned awards or possible recognition (i.e., retired jerseys, picture display) that ensure equity for all. This policy should list criteria for display of banners in the gymnasium.

The audit in 2008 deemed the competitive facilities deficient due to the disparity between the baseball and softball field (no lights and open, chain link dugouts). Upgrades have been ongoing but not complete (lights installed two years ago). Written evidence presented to the auditors from District Superintendent Jonathan Jett confirmed the construction/renovation of dugouts would be completed by the opening of 2014 softball season. **Please submit to the KHSAA no later than February 15, 2014, photographic evidence of the completed renovations and upgrades to the softball field.**

8. KHSAA Recommended Action in relation to reoccurring deficiencies

None

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: John Noble

District Level Title IX Coordinator: Eddie Browning

Name	Title	Telephone
Eddie Browning	Perry Co. Athletic Director	606-439-5813
John Noble	Athletic Director	606-398-7176
Kansas Rice	Student	606-381-7176
Connor Hoskins	Student	606-381-7176
Daryl Rice	Coach	606-381-7176
Lincoln Spence	Coach	606-381-7176
Ron Turner	Principal	606-381-7176
Mildred Blank	Teacher/Parent	606-381-7176

9. Comments

Buckhorn High School administration and staff were well prepared and organized for the visit. District coordinator and school athletic director were receptive to all comments from the audit team and appeared to be committed to maintaining equity for male and female athletes. Coaches and athletes interviewed were positive and proud of the program at Buckhorn. The athletic program appears to be a great source of pride to the Buckhorn community.

No one attended the public forum scheduled for 3:00 pm.