



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

(For schools re-visited during the 2015-2016 school year)

School: Butler Traditional High School
 Prepared By: Kathy Johnston
 Date of Re-Visit: November 16, 2015
 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 submitted data, it appears that Butler Traditional High School does not currently 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 submitted data, it appears that Butler Traditional High School does not currently 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 submitted data, it appears that Butler Traditional High School is currently meeting 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: The most recent Student Interest Survey was conducted during the 2013-2014 school year. Students in grades 9-11 were surveyed with a return rate of 100%.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		The most recent Student Interest Survey was administered during the 2013-2014 school year. Submitted data indicated that students in grades 9-11 were surveyed with a return rate of 100%. Butler Traditional currently offers twelve (12) varsity sports for females and eleven (11) for males. The most recently added varsity sport(s) and/or activities include bowling and archery for both males and females. A total of twenty (20) sport level opportunities are provided for females and a total of twenty-one (21) opportunities for males.
Equipment and Supplies	X		There was written evidence of a four (4) year uniform review and/or replacement plan for team uniforms. Sports and/or activities where athletes purchase and retain their own uniforms, on a yearly basis, include tennis, swimming, golf, bowling, and archery. Viewed uniforms were of high quality and equivalent in the quantity provided. All other viewed equipment was well maintained and available for equitable access. An overall review of spending for this category showed that approximately \$123.00 was spent per male athlete and approximately \$73.00 spent per female athlete.
Scheduling of Games and Practice Time	X		There was viewed evidence of all team schedules in the Title IX file. There was evidence of overall equivalence and parity within the like sports regarding the number of competitive event opportunities provided for all levels. Documentation indicated that all schedules are submitted and approved by the Athletic Director. There was written evidence of policy that gave direction for the priority usage and equitable scheduling and access to

			the shared facilities of the two (2) gymnasiums.
Travel and Per Diem Allowances	X		<p>There was written evidence of a travel and per diem guideline that indicated mode of transport, provision for meals, and overnight (hotel) stay. Viewed written policy stated that approval for expenditures, relative to travel and per diem, requires the prior approval by the Athletic Director and Principal. An overall review of spending for this category could not be accurately evaluated as total dollars for some sport areas were not submitted.</p> <p>(see KHSAA recommendation 7.a.)</p>
Coaching	X		<p>There was viewed evidence of a school board approved salary schedule which showed overall equivalence in the base salary provided and step increases that come with experience. It was also comparable in the number of coaching positions provided and showed parity within the area of like sports. Interviews with administration indicated that over 75% of all head coaches, for both males and females, are located on-campus. According to submitted data, the athlete to coach ratio, with regard to accessibility, is 14:1 for males and 12:1 for females. There was viewed evidence of an evaluation tool that is used for all head coaches. It appears that evaluations are conducted by the Athletic Director at the end of each sports season,</p>
Locker Room, Practice and Competitive Facilities	X		<p>There was written evidence of locker room and storage assignment for all teams. There are three (3) locker rooms for males and two (2) for females. All locker rooms are shared. The quality and amenities of all locker rooms are similar and comparable. Locker rooms for tennis, golf, and swimming are located at each respective site, off campus. The softball and tennis teams practice and compete at the facilities located at the Shively Park,</p>

			<p>approximately 1 mile from the high school. Interviews with administration indicated that, although a public park, the school has first priority and usage of the softball and tennis facilities. The golf team practices and competes at various Metro Parks Courses situated approximately 5-7 miles from the school. The swim team practices and competes at available local facilities. The field hockey team practices and competes at a Shively City field, located approximately 1 mile from the school. On campus facilities include the soccer/football field, track, baseball field, volleyball, basketball, and competition area for archery. The cross country teams may practice on campus or have access to Iroquois Park for practice and/or competition. Ken Bowl provides the competitive facility for the bowling teams. All viewed practice and competitive facilities appear to be well maintained and with similar amenities.</p>
Medical and Training Facilities and Services	X		<p>A separate building, on the school campus, houses the weight room/conditioning area. The building is very spacious, provides equitable access, and is able to accommodate large groups. A schedule showing equitable usage and access was posted at the site. Viewed equipment was appropriate for female use. Interviews with students and coaches indicated regular use of the weight room and conditioning area. Interviews with athletic administration indicated that Athletic Training services are made available through a contract with KORT Services. The trainer is available on a daily basis and is present at all home events and away football games. There was written evidence of the trainer's schedule, in the file, and posted at the site, that showed equitable access and availability for the student athletes. Athletic physicals are the responsibility of each student. There was also viewed evidence of emergency action plans for all competitive venues.</p>
Publicity	X		<p>There was written evidence of an awards</p>

			<p>guideline that included the provision and specifics for trophy/award display, school team awards, banner display, and end-of-season recognition. There was also written evidence that included the provision for special senior athlete award(s) and recognition. Athletic guidelines were written that ensured the equitable support as provided by the cheerleaders, band, and pep assemblies. There was viewed evidence of sport poster schedules that included all team schedules and seasonal program media guides. A review of overall spending in this category showed that approximately \$11.00 was spent per male athlete and approximately \$20.00 spent per female athlete.</p>
Support Services	X		<p>A two-year review of spending showed that approximately \$354.00 was spent per male athlete and approximately \$310.00 spent per female athlete. Based on submitted data, it appears that Butler Traditional High School has met the parameter(s) of spending on a percentage and per athlete basis. Currently, all fundraisers and expenditures are approved by school administration. Interviews with coaches indicated knowledge of the process for approval to purchase items. All available office space appeared to be equitably assigned.</p>
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

- Re-surface track
- Replace sound system at softball field
- Replace softball and baseball scoreboards

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There were no observed deficiencies in the overall athletics program at Butler Traditional High School.

7. KHSAA Recommended Action in relation to new deficiencies

Although there were no observed deficiencies, the following recommendations have been made to ensure overall equivalence:

- a. Upon receipt of this report, it is recommended that school administration review the complete expenditures for the benefit area of travel and per diem. This should include all sources of expenditures that support this area. These amounts should be reflected, for this category, on the 2015-2016 Annual Report.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Mike Crowley

502-485-8220

District Level Title IX Coordinator:

Name	Title	Telephone
Brittany Brown	Softball Coach	502-485-8220
Hailey Johnson	Student Athlete	502-485-8220
Frank Bentley	Student Athlete	502-485-8220
William Allen	Principal	502-485-8220
Larry Just	Girls Basketball Coach	502-485-8220
Shawn Wise	Parent	502-386-9090
Mike Crawley	Athletic Director	502-485-8220
Barb Kok	KHSAA	
Kathy Johnston	KHSAA	859-494-2509 kjohnston@khsaa.org

10. Comments

The Title IX file of Butler Traditional High School was accurate, complete, and very well organized. I commend the school for its efficient organization and presentation of all required documents. Interviews with students, coaches, and administration were very positive. The public forum, scheduled for 3:00 pm was held in the Guidance Area conference room. With no one in attendance, the audit team left the school at approximately 3:20 pm.