



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

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

School: Calloway County High School
 Prepared By: Kathy Johnston
 Date of Re-Visit: January 7, 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
- 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 Calloway County 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 Calloway County 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 Calloway County 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 8-11 were surveyed with a return rate of 88.8%.

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 administered during the 2013-2014 school year. Submitted data indicated that students in grades 8-11 were surveyed with a return rate of 88.8%. Reported information on the 2015 Annual Report showed that Calloway County High School offers twelve (12) varsity sports for males and eleven (11) for females. Information submitted on the most recent T-3 forms supported the addition of fishing and archery as sport activities for the students at Calloway County High.</p>
Equipment and Supplies	X		<p>There was written evidence of a five (5) year uniform review plan for all team uniforms with the exception of golf and tennis which are replaced on a yearly basis. The viewed plan appears to be equitable, however, after discussion with administration, teams may be allowed to purchase uniforms outside of the cycle if funds of available. The purpose of a uniform review plan is to ensure overall equivalence relative to the review and/or replacement of uniforms. This plan should be developed and approved by the Gender Equity Committee and school Administration. Once established, this should be shared with all necessary individuals. Viewed uniforms were of very high quality with a slight advantage to the females in the quantity and accessories provided, specifically in softball, swimming, and girl's soccer. All other viewed equipment appeared to be well maintained and available for equitable access. A two-year review of spending for this category meets the acceptable parameters for males and females.</p> <p>(see KHSAA recommendation 7.a.)</p>

Scheduling of Games and Practice Time	X		<p>There was viewed evidence of all team competitive schedules. There was evidence showing overall equivalence and parity with the 'like' sports regarding the number of competitive event opportunities provided at all levels. Shared facilities include the gymnasium and soccer practice field. Administration indicated that the coaches develop schedules of use. There was not written evidence of a guideline and/or calendar ensuring administrative oversight relative to the equitable access and scheduling of these shared facilities.</p> <p>(see KHSAA recommendation 7.b.)</p>
Travel and Per Diem Allowances	X		<p>There was written evidence of a travel and per diem guideline that included mode of transport (school bus) and the specific provisions relative to meal allowance and overnight stay (hotel). Interviews with administration indicated the possible use of suburban vans and/or charter buses. This may be specific to distance to be traveled and number of students traveling. Approval for these modes requires Superintendent and Transportation Director approval. A two-year review of spending for this category meets the acceptable parameters for males and females.</p> <p>(see KHSAA recommendation 7.c.)</p>
Coaching	X		<p>There was viewed evidence of a school board approved salary schedule which showed overall equivalence in the salary provided and the allotted number of coaching positions. According to submitted data, the athlete to coach ratio, relative to accessibility is 13:1 for males and 12:1 for females. More than 50% of all head coaches, for male and female teams, are located on-campus. Interviews with administration indicate that there is currently not a process or document in place for coach evaluations.</p>

Locker Room, Practice and Competitive Facilities	X		<p>There was written evidence of locker room and storage assignment for all teams. The quality and amenities of all locker rooms are similar and comparable. Locker rooms and competitive facilities for golf and swimming are located at each respective venue, Oaks Country Club Golf Course and the area Hospital Wellness Center. All practice and competitive facilities appear to be well maintained and with similar amenities. The softball facility has a nice press box and a dressing area attached to the dugout, but with no lockers. The baseball facility has no press box, but does have nice lockers in its dressing area that is attached to its dugout. To maintain overall equivalence, if any improvements are made to the baseball facility, then consideration of improvements should also be made to the softball facility to avoid imbalance.</p>
Medical and Training Facilities and Services	X		<p>Weight training equipment and an available conditioning area are located in the athletic complex, directly behind the main school building. The area is very spacious, provides equitable access, and is able to accommodate several teams. Interviews with students and coaches indicate use of the facility and a schedule showing usage was posted at the site, however, a guideline was not in place that provided administrative oversight that would ensure equitable access. There was also not a schedule showing equitable usage or access included in the school Title IX file. Although interviews with coaches indicated use of the weight room there appeared to be limited weight equipment for female use. Interviews with administration stated that Athletic Training services are made available through an agreement with the Murray/Calloway County Hospital. Services are provided on a daily basis and at all home events. The training room is located in the athletic complex building which provides equitable access and availability for the student athletes. Athletic physicals are provided twice a year, at no cost, through the local hospital. There was written</p>

			<p>evidence of emergency action plans for all related athletic venues.</p> <p>(see KHSAA recommendation 7.d.)</p>
Publicity	X		<p>Interviews with students and coaches indicated end of season banquets and student recognition, however, there was no written guideline that provided for administrative oversight to ensure overall equivalence relative to student recognition. There was viewed display of team banners, team pictures, and game jerseys. Support groups of cheerleaders, dance team, and band provide support at home football, and girls and boys home basketball games. A two-year review of spending for this category meets the acceptable parameters for males and females.</p> <p>(see KHSAA recommendation 7.e.)</p>
Support Services	X		<p>A two-year review of spending showed that approximately \$668.00 was spent per male athlete and approximately \$652.00 spent per female athlete. According to submitted data, it appears that Calloway County High has met the parameters of spending both on a percentage and per athlete basis. Interviews with administration indicated that the teams of boys/girls soccer, boys/girls golf, girl's basketball, boys' basketball, softball, baseball, and football have booster clubs with accounts housed off-campus. There is currently not a mechanism in place for school administrative oversight relative to booster expenditures. Interviews with coaches indicated knowledge of the school process for approval to purchase items. All available office space appeared to be assigned equitably.</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)

- addition of archery as a team sport
- adding middle school volleyball to help grow the volleyball program
- development of district facility improvement plan

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There were no observed deficiencies in the overall athletics program at Calloway County High School.

7. KHSAA Recommended Action in relation to new deficiencies

Although there were no observed deficiencies, the following recommendations should be addressed to ensure overall equivalence:

- a. Please submit to the KHSAA, no later than March 1, 2016, an equitable uniform review and/or replacement plan that shows a complete cycle of rotation for all teams. This plan should also include signatures of understanding by all coaches.
- b. Please submit to the KHSAA, no later than March 1, 2016, a written guideline that ensures the equitable access and usage of the gymnasium and soccer fields as shared facilities.
- c. Upon receipt of this report, the Travel and Per Diem guideline should be expanded to include the parameters and/or specifics relative to other modes of transport (suburban, charter bus).
- d. Please submit to the KHSAA, no later than March 1, 2016, a schedule showing equitable use and access to the weight training and conditioning areas within the athletic complex.
- e. Please submit to the KHSAA, no later than March 1, 2016, a written awards guideline that would include, but not be limited to, the provisions for end-of-season banquets, display of banners, picture display, and display of jerseys.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Greg Butler 270-762-7374

District Level Title IX Coordinator: Karen Brandon 270-992-6022

Name	Title	Telephone
Haley Glynn	Student athlete	270-762-7374
Jack Hanes	Student athlete	270-762-7374

Valerie Waller	Coach	270-762-7374
T.J. Hargrove	Coach	270-762-7374
Karen Brandon	Title IX Coordinator	270-992-6022
Greg Butler	School Title IX Coordinator Athletic Director	270-762-7374
Randy McCallon	Principal	270-762-7374
Erica Jackson	Parent	270-705-8025
DeAnn Anderson	Parent	240-435-4717
Gary W. Lawson	KHSAA	502-545-3393
Kathy Johnston	KHSAA	859-494-2509 kjohnston@khsaa.org

10. Comments

School administration and staff were very welcoming and prepared for this visit. The school Title IX file was presented in separate pieces. It is recommended that all required parts be made part of one file. This should include, but not be limited to, previous audits, Annual Reports, Committee meeting agendas and minutes, committee member list, and all guidelines that provide for administrative oversight relative to the benefit categories. A complete listing can be found on the khsaa.org website – link under special programs with Title IX. The public forum, scheduled for 3:00 pm was held in the school library. With no one in attendance, the audit team left Calloway County High School at approximately 3:20 pm.