



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

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

School: Carlisle County
 Prepared By: Gary W. Lawson
 Date of Re-Visit: November 8, 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)

X	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 the data submitted, the school has met the standard established in Test 1 for provision of athletic opportunities during each of the past three school years. The most recent annual report shows a 50/50 split in relation to athletic participants by gender.

- 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 submitted in the annual reports, the school has not met the standard established in Test 2 for provision of athletic opportunities during any of the past three school years. The most recently submitted T-2 form indicates that no new teams have been added for either gender during the past five years.

- 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 responses on the T-3 form suggest that the school is currently meeting the standard established in Test 3 for provision of athletic opportunities. As was stated on the most recent T-65 form sent to the school by KHSAA, the marginal interest indicated in girls tennis (12) and bowling (16 girls) must be investigated for validity in order to continue to meet this standard.

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

Comments: The documentation submitted on the school's T-63 form shows that a 91% return 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 original Title IX school visit report (3/24/03) rendered this category to be deficient because the information submitted at that time indicated the school was not meeting the standards established in any of the three tests for provision of athletic opportunities. The re-visit report of November 11, 2005 stated this area was then satisfactory since the data and calculations revealed that the school was meeting the standards established in both Tests 1 and 2 for provision of athletic opportunities. The data submitted for the past three school years indicate that the school is meeting the standards of both Tests 1 and 3. As stated earlier in this report, the marginal interest in girls tennis and bowling should be pursued for validity in order to continue to meet the standard in Test 3. A KHSAA representative reviewed the school's Title IX Improvement Plans. The 2011-12 annual report had no items listed on the T-60 form. Several suggestions for growth were offered to school officials including the follow up on the results of the most recent student survey. The school's Title IX file was reviewed. It was found to contain both previous Title IX school visit reports, annual reports to KHSAA for the past five years, a board-approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, sample game schedules for all school sponsored sports, a written booster club agreement along with a set of booster club by-laws, a written facilities usage schedule for the gym, a set of comprehensive written guidelines for awards and recognition of athletic accomplishments, a written designation of locker room and athletic equipment storage space assigned each team, written minutes for all Gender Equity Review Committee meetings held during the past three years, a written uniform review, rotation, and/or replacement plan based on a four-year cycle, and some written guidelines relating to the provision of travel and per diem.(See <i>Travel</i></p>

			<i>and Per Diem</i> in this report.) School officials were commended for the development and maintenance of an excellent Title IX file.
Equipment and Supplies	X		The March 24, 2003 school visit report found this benefit area to be satisfactory. The report suggested that a uniform review, rotation, and/or replacement plan be developed. The November 8, 2005 report also rated this area satisfactory, and it stated that an equitable uniform rotation plan had been developed and was being implemented. The most recent visit showed the school has a uniform review and rotation plan based on a four-year cycle. Interviews with coaches and student athletes indicated that this plan was being closely followed. The uniforms reviewed during the visit were of mid-to-high quality and seemed to be supplied on an equitable basis. According to data submitted in the 2010-11 and 2011-12 annual reports, the school was spending approximately \$88 per female athlete and \$87 per male athlete for equipment and supplies.
Scheduling of Games and Practice Time	X		Both the 2003 and 2005 school visit reports designated this benefit category to be satisfactory. According to information provided during the recent visit, the number of competitive events scheduled for teams of "like" sports is comparable. This information also indicated that all shared practice facilities were assigned equitably. The scheduling of athletic events during the most optimal playing times was discussed with school officials who were commended for provision of parity regarding this benefit.
Travel and Per Diem Allowances	X		The school was rendered to be satisfactory in this benefit category by both the 2003 and 2005 school visit reports. The review of the school's Title IX file showed guidelines had been developed for provision of per diem. <u>It was requested that these guidelines be expanded to include mode of transportation and be slightly more specific about the parameters allowed in relation to food and motel rooms.</u> According to the data submitted in the 2010-11 and 2011-12 annual reports,

			the school was spending approximately \$92 per female athlete and \$85 per male athlete for travel and per diem.
Coaching	X		The school was designated as satisfactory in this benefit area by both the 3/24/03 and 11/08/05 school visit reports. According to T-35 and T-36 forms in the 2011-12 annual report, the total amounts spent for coaches' salaries for teams of "like" sports appear comparable. A review of the district's extra service pay schedule for coaches showed parity. The 2011-12 annual report shows that the number of coaches provided for teams of "like" sports is equivalent. Information gathered during the visit indicated that 83% of the girls team were on-campus employees compared to 100% of the boys head coaches.
Locker Rooms, Practice and Competitive Facilities	X		The review of facilities in conjunction with the 2003 and 2005 school visit reports culminated in a satisfactory rating on both occasions. The facilities review during the recent visit showed that major upgrades had been made at the on-campus baseball field and a totally new on-campus softball field has been constructed. Both these venues offer excellent amenities and are maintained very well. Because of the location, field drainage, and provision of storage space, there appears to be a slight advantage to softball when these two facilities are compared. The school still has only two dressing rooms. All teams are assigned to use these facilities. The allotment of locker room space for teams shows a very creative use of limited space. It did appear that equity, privacy, and proximity to competitive facilities were all taken into consideration when making assignments. Equipment storage space is also in very short supply, but all available areas seem to be assigned equitably. The KHSAA representative suggested that a good project for the Gender Equity Review Committee and an excellent item for the Title IX improvement plan would be to seek ways the school could provide more athletic equipment storage

			space.
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Medical and Training Facilities and Services	X		<p>The March 24, 2003 school report posted a satisfactory in this category while stating that <u>no</u> medical or athletic training facilities were provided for athletes at that time. When the 2005 visit was made, the school had opened a new weight training facility. The most recent visit revealed that school has a small, well-maintained weight training room. There is a significant amount of equipment that is appropriate for female use in this facility. A review of the Title IX file showed a fall weight room usage schedule that was also posted at the facility. <u>This schedule did not document the provision of female access to the weight room. The KHSAA representative explained that the school needed to show that this access was provided.</u> (See <i>KHSAA Recommended Action</i>.) No athletic training services are provided for any school sponsored teams. A local physician provides free physical examinations to any athlete during the month of July. On a designated day during August physical exams are again offered to all athletes for a \$10 fee by another local physician.</p>
Publicity	X		<p>Both the previous school visit reports deemed this benefit category to be satisfactory. The most recent visit showed that the school had equitable written guidelines for athletic recognition that included provision of banquets awards, letters, bars, jackets, and the posting of banners. The school currently sponsors one cheerleading squad which is assigned to cheer at all regular season home and away games for both the boys and girls basketball teams. They also cheer at all post season tournament games. According to the information in the 2010-11 and 2011-12 annual reports, the school was spending approximately \$11 per female athlete and \$7 per male athlete for awards.</p>
Support Services	X		<p>This category was judged to be satisfactory in both the 2003 and the 2005 school visit reports. The November 8, 2005 report stated that the school had one athletic booster club for all sports. This booster club housed all its</p>

Support Services continued			funds in school accounts, and there was a written agreement that included provision for school oversight of expenditures. The most recent visit revealed that the school still has one booster club with which it has an agreement and written by-laws are in place. All the booster club funds are distributed to the various teams once per year on a per athlete basis. School officials were commended for their effective and efficient oversight of booster funds. A review of school expenditures for the past two years showed that athletic spending was well within acceptable parameters for the provision of parity for non-football playing school.
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)

[Note: The T-60 form for 2011-12 had no entries]

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

- lighting both the baseball and the softball fields (completion date—May, 2013);

- constructing on-campus soccer field(s)—currently used for middle school.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No deficiencies were designated by the most recent school visit to Carlisle County High School. Every segment of the visit revealed a genuine concern by the principal and athletic director that fairness and equity be established and maintained at the school. All school officials, coaches, and students interviewed appeared to be knowledgeable of the requirements of Title IX and the policies and guidelines established at the school in regard to equity.

7. KHSAA Recommended Action in relation to new deficiencies

Although no deficiencies were designated as a result of the school visit, there is one *area of concern* that needs to be addressed in order to establish that there is equitable access to all athletic facilities for students.

(Medical and Training Facilities and Services) On or before February 11, 2013, the school is to submit to KHSAA a weight room usage schedule for the spring of 2013. The schedule is to show that female athletes are provided parity in relation to access to this facility and fairness in times for scheduled use.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated following the school visit in November, 2005.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Kelli Edging, 4557 State Rd. 1377, Bardwell, KY 42023
(270) 628-3800

District Level Title IX Coordinator :Kelli Edging, 4557 State Rd. 1377, Bardwell, KY 42023
(270) 628-3800

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Brian O'Neill	Athletic Director	(270) 628-3800
Noah Norsworthy	Student	(270) 628-3800
Brian Grogan	Board Chairman	(270) 628-3800
Kelli Edging	Principal	(270) 628-3800

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 3:10 pm CST.