



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

(For schools re-visited during the 2010-2011 school year)

School: Casey County High School
Prepared By: Gordon Bocock
Telephone Number of Reviewer: **(859) 299-5472**
Reviewed By: **Darren Bilberry, Asst. Commissioner**

1. Completed Required Forms

Verification of Forms (Form GE-50) Yes No

Participation Opportunities Summary Chart (Form T-70) Yes No

Benefits Summary Charts (Forms T-71 & T-72) Yes No

Benefits Publicity (Form T-73) Yes No

Corrective Action Plan Summary Charts (Form T-74) 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 the data submitted, it appears that Casey County High School has not been in compliance with Test 1 since the 2007-2008 school year.

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, it appears that the school has not met the standard of T-2 for the years 2007-2010.

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 submitted, it appears that the school has met the standard of T-3 for the years 2007-2010. Great paper work in this area to assure that student interest is real and genuine.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?

Yes No

Comments:

The student interest survey is given at the required times and the school does an excellent job to see if this interest is real and genuine.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	x		The school is meeting the interests of the student athletes at Casey County High School. Plans for future sports additions were discussed with the Athletic Director and this needs to be documented and implemented.
Equipment and Supplies	x		Uniforms appeared to be equivalent in quality and quantity for all sports. There was a written rotation plan in place for uniform purchase and re-placement. <u>The Uniform Rotation Policy needs to be reviewed by the Gender Equity Review Committee on an annual basis and a copy of the policy should be placed in the permanent Title IX File and the Casey County Athletic Handbook. Copies of all action should be reflected in the Gender Equity Review Committee Minutes.</u>
Scheduling of Games and Practice Time	x		<p>Interviews with coaches and administrators indicated an equitable usage and scheduling of facilities for the various sports that share said facility, however no written plan was in place. <u>The Gender Equity Review Committee needs to come up with a written plan and it should appear in the permanent Title IX File and the Casey County Athletic Handbook. Copies of all action should be reflected in the Gender Equity Review Committee Minutes.</u></p> <p>During the first school audit in September 2003 Casey County was deficient in this area.</p> <p>The school is currently meeting the standard requirement for girls prime date play in basketball. The committee is reminded that keeping the schedule in compliance is a never ending project and scheduling must be reviewed on an annual basis.</p> <p>A schedule was not in place that showed the use of the shared indoor baseball/softball building.</p>
Travel and Per Diem Allowances	x		<p>Transportation is provided to all contests, but it does not appear that transportation is provided for the sport of golf that must practice off campus. <u>The Gender Equity Review Committee needs to address this transportation issue to the local golf course as some of these athletes are middle and elementary aged students.</u></p> <p>During the first school audit in September 2003</p>

		<p>Casey County was asked to prepare a Travel and Per-Diem Policy. After interviewing athletes and coaches it appears that the school is doing much better in this area however the interviews reflect that the policy lacks consistency.</p> <p><u>The Gender Equity Review Committee needs to meet and develop a Travel Policy that would include all aspects of travel. Current school board and/or site base travel polices should be included. A copy of the policy should be placed in the permanent Title IX File and the Casey County High School Athletic Handbook. Copies of all action should be reflected in the Gender Equity Review Committee minutes.</u></p>
Coaching	x	<p>Students interviewed were very positive about the coaches at Casey County High School. The ratio of athletes to coach appears to be fair and comparable. Coaches are accessible and available to the needs of the athlete. The school has a large number of off campus coaches. The Gender Equity Review Committee needs to review the coaching staff with the administration each year to assure that each team/athlete is receiving quality coaching and that the needs of the student athletes are being met.</p>
Locker Rooms, Practice and Competitive Facilities	x	<p>The Gender Equity Review Committee needs to go on a guided tour of all the Casey County High School Athletic Facilities. Included in this tour should be a visit to each of the dressing rooms used by the student athletes. The committee needs to look at the current usage of the locker rooms and make sure that all the student athletes have a locker room assigned for their respective sports. There does appear to be one room at the end of the football building that is not used on a regular basis. In discussion with the Athletic Director and District Title IX Coordinator a plan is in place that would include some future buildings that with new dressing rooms for boys and girls in track, tennis, baseball and softball. The Gender Equity Review Committee needs to be brought up to date on these plans and have some input.</p> <p>A new Softball Field and a new Baseball/Softball indoor facility are a positive addition to the athletic facilities. A new surface for the eight lane running track has been put</p>

			<p>down and the School Board finished the project with a rubber surface. Four Tennis Courts with lights have been constructed on campus. Casey County has made tremendous progress improving the athletic facilities and plans are in place to make future improvements.</p>
<p>Medical and Training Facilities and Services</p>	<p>x</p>		<p>Athletic physicals are offered at no cost to all prospective student-athletes in July and August. At the present time no training services are offered to any of the various sport teams. Local doctors are in attendance at football and basketball games as well as EMT and Rescue Squads. <u>The Gender Equity Review Committee needs to look at the possibility of providing better medical and training services to each of the student athletes.</u></p> <p>Vast improvements have been made to the weight room since that first audit, but it is still more inviting to male student-athletes. After the student and coach interviews it was even more apparent that a large number of female student-athletes do not use the weight room. <u>The Gender Equity Review Committee needs to put together a Corrective Action Plan to make the weight room more female friendly.</u></p> <ul style="list-style-type: none"> o Lighter bars and weights that young athletes can begin to train on o Smaller belts for young boys and girls o Smaller dumbbells o Stretch bands o Posters, mirrors, etc <p>Although not a Title IX issue there are several broken pieces of equipment in the current weight room that are very much a liability and they need to be repaired or removed.</p> <p>The Gender Equity Review Committee needs to tour this facility and then plan future improvements to the weight room as well as other issues they might see on the tour.</p>
<p>Publicity</p>	<p>x</p>		<p>This was another area where the school was asked to develop a policy dealing with awards. Some of the concerns have been addressed, but after the interviews of the coaches and student-athletes not everyone is aware of the Casey County Award Policies. The Gender</p>

			<p>Equity Review Committee needs to meet and re-evaluate the schools Awards Policy so that it includes every aspect of awards.</p> <ul style="list-style-type: none"> • Letter in each sport • Awards given in each sport • Banquets • Various team and/or individual banners • Retired jerseys • Team or individual picture placement • Hall of Fame, etc <p><u>A copy of the policy should be placed in the permanent Title IX File and the Casey County Athletic Handbook. Copies of all action should be reflected in the Gender Equity Review Committee Minutes.</u></p>
Support Services	x		<p>The population of the student athletes at Casey County High School is 46% female and 54% male. During the last annual report the overall spending between males and females appeared to be in compliance. This was very much an improvement over the preceding two years when the male spending was well over \$100.00 per student-athlete compared to the girls. The Gender Equity Review Committee needs to keep a close eye on spending to make sure that the school stays in compliance in this area.</p> <p>Booster Clubs appear to be under the control of the school administration, but the committee is reminded that this is a never ending process. Booster Club agreements must be put in place each year and booster involvement and spending must be kept in compliance.</p> <p>Cheerleaders appear to be in compliance as there appears to be equality with boys and girls games. Band and Dance Team both appear to be in compliance.</p>
Athletic Scholarships	N A		Does not apply to Casey County High School.
Tutoring	N A		Does not apply to Casey County High School.
Housing and Dining Facilities	N A		Does not apply to Casey County High School.

and Services			
Recruitment of Student Athletes	N A		Does not apply to Casey County High School.

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

Casey County High School should be commended for the corrective action they have taken since the original Title IX Self Audit in the 1999-2000 school year. At the time of the first School Audit in September 2003 the school was not in real good shape as they were deficient in the following areas:

- Scheduling of Games and Practice Times
Corrective Action was put in place and the school has been in compliance in this area each year since the original audit.
- Medical and Training Facilities and Services
The school has made major improvements in this area. The biggest concerns were the unsafe and unsanitary conditions of the facilities. Sanitary rest room facilities were put in place and new painting and lighting gave the room a new look.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There are no areas of deficiency at this time. Even though there are some areas that policies need to be re-evaluated the school and the Gender Equity Committee are going in the right direction. It is very evident that corrective action has taken place and the school is to be commended for the steps they have taken.

7. KHSAA Recommended Action in relation to new deficiencies

- Minutes of all future committee meetings are to be sent to the KHSAA with the Annual Reports.
- The Gender Equity Review Committee needs to continue to document all the steps taken in regards to the student surveys to see if the interest in soccer and swimming are real and genuine.
- The Gender Equity Committee needs to develop a Travel Policy that would include all aspects of travel. Current school board and/or site base travel polices should be included in this policy. A copy of the policy should be sent to the KHSAA with the Annual Report.
- Review the current locker room assignments and prepare a usage schedule that would make sure that all the athletes have a safe and secure place to prepare themselves for daily practice and/or competition. A copy of the assignments should be sent to the KHSAA with the Annual Report.
- The Gender Equity Committee needs to meet and put together a plan to assure that the weight training room will become more female friendly. A copy of this plan is to be sent to the KHSAA with the Annual Yearly Report
- Prepare a Weight Room Usage schedule and have it posted on the weight room door. A copy of the schedule should be sent to the KHSAA with the Annual Report.
- Prepare a Baseball/Softball schedule for the indoor facility and have it posted on the door. A copy of the schedule should be sent to the KHSAA with the Annual Report.
- The Gender Equity Review Committee needs to meet and establish a policy that would include all aspects of awards (team recognitions, individual recognitions, banners and other public displays of honors). A copy of the policy should be sent to the KHSAA with the Annual Report.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

Casey County High School had their first Title IX Audit on September 11, 2003 and at that time the school had two areas noted as deficient:

- Scheduling of Games and Practice Time.
- Medical and Training Facilities and Services.

Casey County High School had their second Title IX Audit on October 19, 2010 and the KHSAA Audit Team discovered that all of the areas that were previously deficient are now in compliance. It is noted that improvements to the weight room still need to be addressed immediately.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Victor Black
Casey County High School
1841 E. Kentucky Highway 70
Liberty, Kentucky 42539
606-787-7877

District Level Title IX Coordinator: Kevin Stephens
Casey County Board of Education
1922 N. Highway 127
Liberty, Kentucky 42539
606-787-6941

Name	Title	Contact Number
Jenna Rousey	Student Athlete	606-787-5106
Kayla Buis	Student Athlete	270-866-0733
Michelle Thompson	Teacher	859-317-1301
Joshua R. Blevins	Assistant Principal	606-787-6151
Nanette Vaught	Parent	606-787-6151
Sarah Christian	Girls Golf Coach	859-948-2155
Jesse Propes	Student Athlete	606-706-2440
Lucas Carman	Student Athlete	606-787-9455
Michael Turner	School Board Member	859-299-5472
Martha Mullins	KHSAA Audit Team	859-299-5472
Gordon Bocock	KHSAA Audit Team	606-271-0714

10. Comments:

No one showed up for the public forum. The KHSAA Audit Team would like to thank everyone involved with this Audit for the warm welcome we received. The time schedule was observed and everything went smoothly because the Athletic Director had things organized and in place. The uniforms were laid out and easy to observe and the schools Title IX file was well organized and the necessary documents were easy to locate. Mr. Lee and Mr. Black were very helpful and answered all questions as we toured the athletic facilities. The two students that we talked with were well informed in regards to gender equity issues and have attended meetings and seen the various reports. These two student-athletes have really enjoyed the time they have spent at Casey County High School. The female coaches were very responsive and are pleased with the progress that Title IX has made at Casey County High School. The Gender Equity Review Committee members were very receptive to recommendations and concerns the Audit Team presented to them. The Audit Team wishes to compliment the school on the Title IX File and the organization and accuracy of the paper work.

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Subject:	Title IX Re-Visit Audit Report
<input type="button" value="Send Email"/>	
Please find attached a copy of the KHSAA Title IX Revisit Final Audit Report for Casey County High School that was conducted on October 19, 2010 by auditors Gordon Boccock and Dr. Martha Mullins. If you have questions or need additional information, please contact our office at your convenience. Thank you.	
Darren Bilberry Assistant Commissioner Kentucky High School Athletic Association Telephone- 859-299-5472 Fax: 859-293-5999 E-Mail: dbilberry@khsaa.org	

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