



TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2003-2004 school year)

School: **Casey County High School**

Reviewed By: **Gordon Bocoek**

Date of Visit: **September 11, 2003**

Telephone Number of Reviewer: **(606) 678-8916**

1. Completed Required Forms

GE-19 Yes No

Survey Student Interest Form Yes No

Summary Forms T-1 Through T-41 Yes No

Corrective Action Plan (Form T-60) Yes No

2. Opportunities Component of Title IX Compliance

Area of Compliance:
(Check One or More)

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| | A | Substantial Proportionality |
| X | B | History and Continuing Practice Of Programs Expansion |
| | 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

Were the calculations performed correctly? Yes No

Comments: For the 1999–2000 school year, Casey County High School appeared to fail Test 1 as the Percentage of the Total Enrollment (42.29%) and the Percentage of Total Participation (39.15%) for females was a 3.14% difference and not within the necessary 3% range to be considered within compliance. For the 2000–2001 school year, Casey County High School appeared to pass Test 1 as the Percentage of the Total Enrollment (48.71%) and the Percentage of Total Participation (47.67%) for females was at 1.04% and within the necessary 3% range to be considered in compliance. For the 2001-2002 school year, Casey County High School appeared to fail Test 1 as the Percentage of the Total Enrollment (49.06%) and the Percentage of Total Participation (43.92%) for females was at 5.14% difference and not within the necessary 3% range to be considered in compliance. For the 2002-2003 school year, Casey County High School appeared to fail Test 1 as the Percentage of Total Enrollment (49.92%) and the Percentage of Total Participation (42.11%) for females was at 7.81% and not within the necessary 3% range to be considered in compliance. With the above data reported by Casey County High School it appears that they are not in compliance for Opportunities Test 1.

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

Were the calculations performed correctly? Yes No

(Calculations were incorrect the first 3 years)

Comments: For the 1999-2000 school year, Casey County High School appeared to fail Test 2 as the percentage of current female participants added in the last five years is only 16.36 % as compared to the 25% necessary to be in compliance. For the 2000-2001 school year, Casey County High School increased the number of new female athletes by 52 and the percentage of current female participants added in the last five years is now at 42.68% and very much above the 25% increase needed to be in compliance. For the 2001-2002 school year, Casey County High School continued to show improvement in this area as the percentage of current female participants added in the last five years is now at 40.96%, and although it is down from last year it is still well above the 25% necessary to be in compliance. For the 2002-2003 school year, Casey County High School showed a slight decline in this area as the percentage of current female participants added in the last five years dropped to 25.78% but it was still above the 25% necessary to be in compliance. With the above data reported and corrected in the school's Title IX file it appears that they are in compliance for Opportunities Test 2.

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

Were the calculations performed correctly? Yes No

(after the first year)

Comments: For the 1999-2000 school year, Casey County High School appeared to fail Test 3 as the Student Interest Survey was not totaled correctly; a corrected copy will be placed in the school's permanent Title IX file. For the 2000-2001 school year, Casey County High School appeared to pass Test 3, but the Student Interest Survey indicated that the school had enough interest in the sports of Volleyball, Cross Country, Soccer and Swimming to put the passing of Test 3 in doubt. For the 2001-2002 school year, Casey County High School again appeared to pass Test 3 but once again the Student Interest Survey indicated that the school had enough interest in the sports of Cross-Country, Soccer and Swimming to put the passing of Test 3 in doubt. For the 2002-2003 school year, Casey County High School again appeared to pass Test 3 but, because a Student Interest Survey was not present in the KHSAA Title IX File, passing of the test was not possible. School personnel were informed to send a copy of the 2002-2003 Student Interest Survey to the KHSAA by **December 1, 2003**. With the data provided and the information obtained from the Student Interest Survey, it appears that Casey County High School is not in compliance with Opportunities Test 3.

3. Has the school properly surveyed its student body to accurately assess the interest and abilities of its students? Yes No

Comments: The Student Interest Survey was incomplete the first year with inaccurate totals. The second and third year the surveys were correct and very informative; however, the fourth year, the Student Interest Survey was not included with the yearly report to the KHSAA office. With this in mind school personnel have been directed to correct the copy for the 1999-2000 Student Interest Survey and place it in the School's permanent Title IX File. The school has also been directed to send a copy of the 2002-2003 Student Interest Survey to the KHSAA office by **December 1, 2003**.

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

| Benefit to Students | Satisfactory | Deficient | Comments |
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| Accommodation of Interests and Abilities | X | | Since Casey County High School has added Girls' Volleyball and Boys' and Girls' Cross Country in the past couple of years, it shows that the school is responding to the Student Interest survey. The survey also showed interest in Soccer and Swimming and the Gender Equity Review Committee is already setting up steps to see if this interest is real and if it is feasible for the school to add these as varsity sports. It was very evident throughout the Athletic Department that the students' interests are a priority. |
| Equipment and Supplies | X | | At the present time, no deficiencies were found with equipment and supplies. All of the uniforms for both boys and girls were of excellent quality. To assure that Casey County High School continues to provide the high quality of uniforms that are currently offered, it is <i>recommended</i> that the Gender Equity Review Committee adopt a Uniform Replacement Policy that would include all the boys' and girls' athletic teams and be a guide to keeping the uniforms at a high quality. The Gender Equity Review Committee needs to look at the Form T-5's in the School's permanent Title IX File and make sure that each team sheet actually reflects the number of individual uniforms each team has. The Committee should make sure that all Form T-5's have been properly labeled and signed. |
| Scheduling of Games and Practice Time | | X | The school does a good job of sharing practice time in like sports (basketball) but they leave a little to be desired when it comes to equalization in "prime time" scheduling. In 1999-2000, the boys played 15 games in "prime time" compared to one for the girls, while the home schedule in "prime time" was 6 to 1 with zero double headers. In 2000-2001, the boys played 15 games in "prime time" compared to one for the girls while the home schedule in |

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| <p>Scheduling of Games and Practice Time (cont.)</p> | | <p>“prime time” was again 6 to 1 with zero doubleheaders. In 2001-2002, the boys played 15 games in “prime time” compared to three for the girls while the home schedule for “prime time” 4 to 3 with one double-header. In 2002-2003, the boys played 17 games during “prime time” compared to 8 for the girls, while the home schedule for “prime time” was 7 to 3 with two doubleheaders. With the 2003-2004 “prime time” schedule only showing 33% of the “prime time” schedule going to the girls, the KHSAA Audit Team finds that Casey County High School is not coming into compliance with “Prime Time” Scheduling. <u>The Gender Equity Review Committee is to put together corrective action that will have the school in compliance with “Prime Time” Scheduling by the 2004-2005 school year. This corrective action plan is to be sent to the KHSAA office by December 1, 2003.</u> The Gender Equity Review Committee should check all the Form T-11’s submitted by the coaches to see that they are properly labeled and signed.</p> |
| <p>Travel and Per Diem Allowances</p> | <p>X</p> | <p>The Gender Equity Review Committee needs to look at the Form T-15’s submitted by each coach and make sure the necessary headings and signatures are present and return them to the school’s permanent Title IX File. The Gender Equity Review Committee needs to redo Form T-16 so that it reflects the opinions that the coaches reflect on the Form T-15’s. <u>This T-16 needs to be resubmitted to the KHSAA by December 1, 2003.</u> It is <i>recommended</i> that the Gender Equity Review Committee establish an equitable policy for student athletes that would cover all the aspects of travel and place the policy in the school’s permanent Title IX File. If Booster Club spending is used in the area of travel, it should be included in the policy and be included for all sports. The Gender Equity Review Committee should look over all the Form T-15’s submitted</p> |

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| Travel and Per Diem Allowances (cont.) | | | by the coaches to make sure they are properly labeled and signed. |
| Coaching | X | | It appears at the present time that Casey County High School is in compliance in regard to coaching salaries. It is <i>recommended that the Gender Equity Review Committee obtain a copy of the Casey County Board of Education salaries and/or extended employment for members of the athletic staff and place this copy in the school's permanent Title IX File.</i> |
| Locker Rooms, Practice and Competitive Facilities | X | | Casey County High School is to be commended for the advancements they have made in regard to upgrading the school's athletic facilities, both inside and outside. The gymnasium has been renovated and have very nice dressing rooms for both boys and girls and coaches offices that are very much an asset to the coaches as they work with young people. A new turf for the Football and Baseball fields make the fields stand out. A totally new Softball field and a new Baseball/Softball indoor facility are real bright spots for the school. A new surface for the 8-lane running track has been put down and, hopefully, the School Board will finish the project with a rubber surface. Tennis courts on the campus are on the drawing board. Since 1999-2000 they have done a tremendous job in this area. |
| Medical and Training Facilities and Services | | X | The school building and athletic facilities at Casey County High School were very well kept with the exception of the school weight room. Although the Gender Equity Review Committee members indicated that girls do indeed use the weight room, it was obvious that it was a "MALE DOMAINE". <i>The Gender Equity Review Committee is to put together corrective action that would make the weight room more female-friendly not only in regard to weight room equipment but the weight room appearance. This corrective action is to be</i> |

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| <p>Medical and Training Facilities and Services (cont.)</p> | | <p><u>presented to the KHSAA by December 1, 2003.</u> It is <i>recommended</i> that the Gender Equity Review Committee look at developing a Medical and Training Services policy that would include all the athletes at Casey County High School. This should include trying to locate a medical doctor and/or certified trainer that would be available to the school's athletes at events besides football. It should include the posting of a schedule of weight room activities to assure that both boys and girls would have equal access to the room and its equipment. The Gender Equity Review Committee should make sure that there is a Form T-28 in the permanent Title IX File for each of the sports.</p> |
| <p>Publicity</p> | <p>X</p> | <p>It is <i>recommended</i> that the Gender Equity Review Committee establish a policy that would ensure equal treatment regarding program production, schedule card production and media guide production to ensure that all sports are on an equal basis. Immediate steps should be taken to implement a policy specifying the criteria and qualifications for the placement of banners and/or pictures in the gymnasium and other common areas of the school to ensure that all participants and teams have an equal opportunity for this prime time exposure. The Gender Equity Review Committee needs to look at all the Form T-33's to make sure they are labeled and signed.</p> |
| <p>Support Services</p> | <p>X</p> | <p>At this time, it appears that Casey County High School has very good control of all the Booster Club activities, and they are very much a support service to the Athletic Department and all of its athletes. <u>The Gender Equity Review Committee is to take a look at the 2002-2003 Forms T-35 and T-36. The forms provided by the KHSAA were not used and therefore the latest report is incomplete and requires that they be completed and resubmitted by December 1, 2003.</u> School personnel are reminded that all athletic expenditures should</p> |

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| Support Services (cont.) | | | include Booster Club expenditures. <u><i>Cheerleaders appear to be in compliance with equality; however, as required by the KHSAA, a policy is to be presented that shows how they are selected and the games they are assigned to cheer.</i></u> |
| Athletic Scholarships | N/A | | This area does not appear applicable in this situation. |
| Tutoring | N/A | | All students at Casey County High School have the opportunity for tutoring provided by the School Board. |
| Housing and Dining Facilities and Services | N/A | | It does not appear to be applicable to this school, nor are there any indications of disparate treatment. |
| Recruitment of Student Athletes | N/A | | It does not appear to be applicable to this school, nor are there any indications of disparate treatment. |

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

The KHSAA Audit Team discussed several items that need the attention of the Gender Equity Review Committee at Casey County High School, in regard to policy development and making these policies a permanent part of the school's Title IX File.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There were three deficiencies found in the Athletic Department at Casey County High School:

- The Gender Equity Review Committee is to put together corrective action that will have the school in compliance with "Prime Time" Scheduling by the 2004-2005 school year. This corrective action plan is to be sent to the KHSAA Office by **December 1, 2003**.
- The Gender Equity Review Committee is to put together corrective action that would make the weight room more female friendly, not only in regard to weight room equipment but the weight room appearance. This corrective action plan is to be sent to the KHSAA Office by **December 1, 2003**.
- The Gender Equity Review Committee need to resubmit the information requested on the 2002-2003 Forms T-35 and T-36. The completed forms are to be sent to the KHSAA by **December 1, 2003**.

7. **Facility Recommendations or Concerns**

The Casey County School System is doing a tremendous job of giving the student athletes the best possible athletic facilities. They plan to build tennis courts on the campus and to put a rubber surface on the running track in the near future. The only area of concern in regard to facilities is the school weight room. It remains an area that the Gender Equity Review Committee must give some thought to serious and immediate corrective action.

8. **KHSAA Recommended Action**

- Notify Office of Civil Rights and Request Federal Investigation of Possible Violations
- Notify Equity Division and KBE of Potential Title IX Violations
- Suspension from the Association
- Prohibition from Post Season Play
- Probation For
- Fine In The Amount of _____
- None at This Time
- School shall submit the following additional information:

(Selection of Cheerleaders) On or before **December 1, 2003**, school personnel are requested to provide information to the KHSAA concerning the manner in which cheerleaders are selected for boys' and girls' teams. If cheerleaders are selected in such a way as to result in arguably better (i.e. "A" team vs. "B" team) cheerleaders performing at boys' events, the school shall also submit a plan under which cheerleaders of equal ability shall perform at an equal number of boys' and girls' games in comparable sport (i.e., boys' varsity and girls' varsity basketball game).

(Prime Time Contest/Girls' Basketball) On or before **December 1, 2003**, school personnel are requested to provide information to the KHSAA concerning the number of "prime time" games scheduled (games to be played on Friday and/or Saturday nights) for its girls' varsity basketball team during the 2003-2004. To the extent that a fewer percentage of girls' games are played during "prime times" (when compared with the percentage of boys' games scheduled for "prime times"), the school shall advise the KHSAA of action it intends to take to immediately correct the difference. The Gender Equity Committee at Casey County High School is to put together corrective action that will have the school in compliance with Prime Time Scheduling by the 2004-2005 school year.

(Training Facilities) On or before **December 1, 2003**, school personnel are requested to provide information to the KHSAA concerning the corrective action plan that the Casey County Gender Equity Review Committee plans to put together to correct the current problems with the school's weight room.

(Missing Forms) On or before **December 1, 2003**, school personnel are requested to submit the following forms that were either missing or needed to be corrected to the KHSAA:

- The Casey County High School 2002-2003 Student Interest Survey was not submitted to the KHSAA and one is to be sent by the aforementioned date.
- The Gender Equity Committee needs to redo Form T-16 so that it reflects the opinions of the coaches on the Form T-15's and then resubmit the form.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Jerry Pierce

District Level Title IX Coordinator: Dale Wilson

| Name | Title | Telephone |
|-------------------|--|------------------|
| Tim Goodlett | Principal | 606-787-6151 |
| Renita Murphy | Assistant Track Coach | 606-787-9281 |
| Lora Patterson | Parent | 606-787-9942 |
| Charles S. Fox | Parent | 606-787-9564 |
| Randy Salyers | Girls Basketball Coach | 606-787-7559 |
| Rachel Taylor | Girls Volleyball Coach | 606-787-5486 |
| Jerry Pierce | Athletic Director & Asst. Principal | 606-787-5126 |
| Reba Woodall | KHSAA Audit Team | 502-535-6314 |
| Allen W. Jackson | KHSAA Audit Team | 859-299-5472 |
| Gordon D. Boccock | KHSAA Audit Team | 606-678-8916 |

10. Comments

It is noted that no one showed up for the Public Forum at 6:00. It is noted that Casey County High School has made tremendous improvements in several areas of the overall athletic picture. The KHSAA Audit Team does encourage the Gender Equity Review Committee to design a number of policies that will strengthen the governing of the Casey County High School Athletic Department. Overall, the Athletic Department and the student athletes clearly have the support of the school and community.