



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

(For schools re-visited during the 2016-2017 school year)

School: Caverna
 Prepared By: Gary W. Lawson
 Date of Re-Visit: November 9, 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
- Corrective Action 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 information provided in the internal audit summaries for the past two years, the school met the standard established by Test 1 for the provision of athletic opportunities during the 2014-15 school year. However, they did not meet the standard established by any of the three subtests for Test 1 during 2015-16. IT SHOULD BE NOTED THAT MALES HAVE BEEN DESIGNATED AS THE UNDERREPRESENTED GENDER IN ATHLETICS AT CAVERNA HIGH SCHOOL FOR THE PAST TWO YEARS. (See Row 13 of the internal audit summaries.)

- 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: Information in the internal audit summary for the past two annual Title IX reports show that the school has not met the standard established by Test 2 for the provision of athletic opportunities during either of the past two school years. The T-2 form in the 2015-16 annual report shows that two teams for female competition and two teams for male competition have been added during the past five years. The addition of these teams has increased the percentage of female participation by 7.1% and the percentage of male participation by 6.8%.

- 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 data and responses on the T-63 and the T-3 forms give strong indication that the standard established by Test 3 for the provision of athletic opportunities is being met. The information in the most recent student athletic interest survey seems to support the responses on the T-3 form. The school currently offers 12 total teams for female participation and 10 teams for male competition.

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

Comments: The T-63 form in the 2015-16 annual Title IX report shows that a 95% completion 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
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Accommodation of Interests and Abilities	X		<p>The February 14, 2002 Title IX school visit report documented that it seemed student athletic interests and abilities were being fully accommodated because submitted information indicated that the school was meeting the standard established by all three opportunities tests. The September 28, 2010 report also rated this area <i>Satisfactory</i> because it appeared the standard established by Test 3 was being met at that time. A review of recent reports indicates that the standard of Test 3 continues to be met. Information in the 2015-16 student athletic interest survey seems to support the responses on the T-3 form. SCHOOL OFFICIALS WERE CAUTIONED TO BE SURE THAT SURVEY RESULTS SHOW A <u>TRUE</u> REFLECTION OF THE INDICATED INTERESTS OF STUDENTS. During the most recent visit, the school's Title IX file was reviewed. It was found to contain the annual Title IX reports for the past five years, The two previous Title IX school visit reports, a board-approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, current game schedules for all school-sponsored varsity teams, a school-generated athletic handbook for coaches and student athletes, written facility usage schedules for the gyms and weight training room, written guidelines regarding awards and recognition of athletic accomplishments (see <i>Publicity</i> and <i>KHSAA Recommended Action</i>), written designation of locker room and athletic equipment storage space assigned each team, minutes for <u>one</u> Gender Equity Review Committee meeting held during the 2016-17 school year (see <i>KHSAA Recommended Action</i>), a written uniform review, rotation, and/or replacement plan (see <i>Equipment and Supplies</i> and <i>KHSAA Recommended Action</i>), written regulations regarding the provision of travel and per diem (see <i>Travel and Per Diem Allowances</i>), and a copy of the school's Athletic Facility Emergency Medical Plan (KRS 160.445). School officials were encouraged to work toward the development of a comprehensive Title IX file.</p>
Accommodation of Interests and Abilities			

continued			
Equipment and Supplies	X		Both the previous Title IX school visit reports rendered this benefit category <i>Satisfactory</i> . At the time of both visits, the school had a uniform review, rotation, and replacement plan based on a four-year cycle of replacement. The most recent visit revealed that the school continued to have a plan based on a four-year cycle of replacement. Interviews with coaches and student athletes did not confirm knowledge of or adherence to the written plan. (See <i>KHSAA Recommended Action</i> .) All uniforms and equipment seen during the visit appeared to be of mid-to-high quality and supplied in equitable quantities. According to the data submitted in the 2014-15 and 2015-16 annual Title IX reports, the school was spending approximately \$69 per female athlete and \$103 per male athlete for equipment and supplies.
Scheduling of Games and Practice Time	X		The 2002 and 2010 Title IX school visit reports deemed this benefit category <i>Satisfactory</i> . Information gathered during the most recent visit indicated that the number of competitive events scheduled for teams of “like” sports was comparable except for baseball (3 games) compared to softball (21 games). The baseball program was discontinued in the spring of 2016 after three contests due to lack of participation by student athletes at the school. The shared practice/playing venues are the gym and weight training room. What appeared to be equitable usage schedules for both facilities were found in the Title IX file. The scheduling of athletic events during the most optimal playing times was discussed with school officials who were commended for the provision of parity in this regard.
Travel and Per Diem Allowances	X		Both the previous Title IX school visit reports designated this benefit category <i>Satisfactory</i> . The 2010 report documented that written regulations regarding per diem were too vague in regards to what was provided for student athletes. The Title IX file contained written guidelines addressing the mode of transportation and provision of food and
Travel and Per			

<p>Diem Allowances continued</p>			<p>lodging. Upon receipt of this report, THESE GUIDELINES SHOULD BE TO CLARIFIED TO INDICATE THAT <u>PER DIEM ALLOWANCES ARE FOR OVERNIGHT TRIPS ONLY</u>. The guidelines should be expanded to include criteria for use of the school district's van. IT SHOULD BE NOTED THAT THE T-35 FORM IN THE 2015-16 ANNUAL TITLE IX REPORT HAD NO TRAVEL AND PER DIEM EXPENDITURES LISTED FOR ANY TEAM. Supplemental information submitted to KHSAA on September 1, 2016 indicates that the school was spending approximately \$80 per female athlete and \$89 per male athlete for travel and per diem.</p>
<p>Coaching</p>	<p>X</p>		<p>The 2002 and 2010 Title IX school visit reports rated this benefit category <i>Satisfactory</i>. The school's principal and athletic director are responsible for the evaluation of all head coaches. A written instrument is not used as part of this endeavor. A review of the district's extra service pay schedule for coaches indicates parity in regard to coaching salaries as shown on the document. IT SHOULD BE NOTED THAT NO COACHING SALARIES WERE LISTED ON THE T-35 FORM IN THE 2014-15 AND 2015-16 ANNUAL TITLE IX REPORTS. Supplemental information submitted to KHSAA on September 1, 2016 indicates that the total amounts expended for coaching salaries for teams of "like" sports was comparable except in the case of baseball (\$860) and softball (\$3,520). The difference was explained by the discontinuance of the baseball program early in the season due to lack of participation. The data submitted on the T-35 form in the 2015-16 annual Title IX report shows that the coaching ratio is eight participants per coach for female athletes and seven participants per coach for male athletes. Information gathered during the most recent visit indicated that 20% (1/5) of the head coaches of girls teams and 40% (2/5) of the head coaches of boys teams are on-campus employees.</p>

Locker Room, Practice and Competitive Facilities	X		<p>The earlier two Title IX school visit reports rated this benefit category <i>Satisfactory</i>. The 2010 report noted disparities in the softball and baseball fields. It stated that the baseball field had a superior press box and dugouts. The tour of facilities during the most recent school visit showed that some improvements had been made at the softball facility. The dugouts have been enclosed and a partially enclosed score keeping area has been added. The field itself appears to be better maintained than it was in 2010. There was some question concerning the quality of the lighting at the field. Interviews during the most recent visit confirmed that this system was in need of maintenance. UPON RECEIPT OF THIS REPORT, IT IS REQUESTED THAT SCHOOL OFFICIALS ASSESS THE LIGHTING SYSTEM AT THE SOFTBALL FIELD AND DOCUMENT ANY STEPS TAKEN TO IMPROVE THIS SYSTEM on the Title IX School Improvement Plan (T-60 form). Because the baseball program was discontinued in the spring of 2016, it appears the condition of the baseball facility has deteriorated. The improvements at the softball field combined with the lack of maintenance at the baseball field result in relative equivalence at the two facilities. The school has four locker rooms that provide equitable amenities. The assignment of these locker rooms seems to be equivalent for both genders. Equipment storage space is provided for all school sponsored teams. The available storage space does appear to be assigned with equity as a priority. No office space is provided for any coaches at the school.</p>
Medical and Training Facilities and Services	X		<p>The 2002 and 2010 Title IX school visit reports rated this benefit category <i>Satisfactory</i>. The 2010 report documented that the usage schedule posted at the weight training facility did not show designated times for use by female athletes. The most recent visit revealed the school has a small and moderately equipped weight training room. The facility offers some training options that are suitable for female athletes. The usage schedule in the Title IX file and posted at the facility is not easily</p>

Medical and Training Facilities and Services continued			understood but does seem to show equitable access. (Sports currently in season are assigned prime times for use.) Student athletes at Caverna do not have access to an athletic trainer and are responsible for getting their own physical examinations.
Publicity	X		Both the previous Title IX school visit reports designated this benefit category <i>Satisfactory</i> . The school currently sponsors one varsity cheerleading squad that is assigned to cheer at all home football games and at the away game versus Hart County. The squad cheers at all home and away games versus district opponents for the girls and boys basketball teams. The band plays at all home football and home boys and girls basketball games. A local radio station broadcasts all home games for boys and girls basketball if Hart County High School is <u>not</u> playing on the same night. The Title IX file contained equitable written regulations for the provision of letters and bars and the posting of athletic banners for both team and individual recognition. These guidelines <u>did not</u> include equitable parameters for the provision of athletic awards and post season banquets. (See <i>KHSAA Recommended Action</i> .) Information in the 2014-15 and 2015-16 annual Title IX reports show that the school was spending approximately \$1.60 per female athlete and \$4.75 per male athlete for awards. The spending, as submitted, seems to favor male athletes. <u>Benefits in this area should be reviewed for the provision of parity.</u>
Support Services		X	The 2002 and 2010 Title IX school visit reports rated this benefit category <i>Satisfactory</i> . According to information from athletic administrators, the school has no active athletic boosters at this time. All funding for athletic teams goes through school accounts and the purchase order process is followed. Total athletic spending, which is the major emphasis within this benefit category, could not be fully evaluated for this report because of major omissions on the T-35 forms submitted to KHSAA. T-35 form in the 2014-15 Title IX annual report listed no salaries for coaches. The

Support Services continued			T-35 form in the 2015-16 report showed no travel expenditures and no salaries for coaches. Because of these omissions, a complete evaluation of this category is not possible, and it is rendered deficient . (See <i>KHSAA Recommended Action</i> .)
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

The school's most recent T-60 forms call for the following: **Upgrading the school's tennis courts.**

IT SHOULD BE NOTED THAT THE ONLY ITEM FOR IMPROVEMENT LISTED THE PAST TWO YEARS CALLS FOR UPGRADES AT THE TENNIS COURTS. NO EVIDENCE HAS BEEN OFFERED TO INDICATE ACTUAL STEPS HAVE BEEN TAKEN TO ADDRESS THE IDENTIFIED SITUATION.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The one major deficiency in the benefit category of **Support Services** was assessed as a result of the November 9, 2016 Title IX school visit. The primary cause of this deficiency was the school's failure to submit complete and accurate expenditures on the T-35 form for the 2014-15 and 2015-16 school years. (See *KHSAA Recommended Action*.)

There are also "areas of concern" listed in this report which require attention by school administrators and the Gender Equity Review Committee. They include the following:

- No written minutes for any Gender Equity Review Committee meetings held during 2014-15 and 2015-16. (See *KHSAA Recommended Action*.)
- There is a lack of evidence that the school is adhering to a written uniform review and/or rotation plan based on equitable cycles of replacement. (See *Equipment and Supplies* and *KHSAA Recommended Action*.)
- There is a lack of complete, equitable guidelines addressing the provision of travel and per diem. (See *Travel and Per Diem Allowances*.)
- There is a lack of comprehensive regulations regarding equitable provision of athletic awards and post season banquets. (See *Publicity* and *KHSAA Recommended Action*.)

7. KHSAA Recommended Action in relation to new deficiencies

SUPPORT SERVICES – On or before January 31, 2017, the school is to submit to KHSAA a completed T-35 form for the 2015-16 school year showing expenditures for the previous year. This document is to show complete and accurate expenditures for all benefit categories listed. The section of the document showing total and percentage of expenditures by gender should also be completed.

Although not considered to be deficient at this time, the following “areas of concern” need to be addressed in an effort to insure equitable opportunities and benefits are provided.

(Accommodation of Interests and Abilities) –On or before April 27, 2017, the school is to submit to KHSAA minutes from at least three Gender Equity Review Committee meetings held during the 2016-17 school year. These minutes should include committee members in attendance at each meeting and be signed by the athletic director and principal.

(Equipment and Supplies)—On or before January 31, 2017, the school is to submit to KHSAA a copy of the school’s uniform review, rotation, and/or replacement plan that shows full and accurate cycles of review and/or replacement for all school-sponsored teams. To affirm knowledge of this plan, it should be signed by all members of the Gender Equity Review Committee, head coaches of all school-sponsored teams, the principal, and athletic director.

(Publicity)

- On or before January 31, 2017, the school is to submit to KHSAA guidelines which show equity in relation to awards for student athletes. These regulations are to be added to those already in the Title IX file that address the posting of banners and provision of letters and bars.
- On or before January 31, 2017, the school is to submit to KHSAA written guidelines that address the provision of parity in regard to post season banquets for student athletes. These regulations are to be added to the Title IX file in the category of *Publicity*.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were assessed as a result of the September 28, 2010 Title IX school visit report.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Bryan Priddy, 2276 S. Dixie Ave., Horse Cave, KY 42749
(270) 773-2828

District Level Title IX Coordinator: Nathan Wyatt, 2276 S. Dixie Ave., Horse Cave, KY 42729
(270) 773-2828

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Caeley Ballard	Student Athlete	(270) 773-2828
Corbin Wolstenholm	Student Athlete	(270) 773-2828
Seaborn Elzey	Girls Tennis Coach	(270) 773-2828
Shawn Thacker	Football/ Track	(270) 773-2828
Nathan Wyatt	District Title IX Coordinator	(270) 773-2530
Bryan Priddy	H S Title IX Coordinator/ A D	(270) 784-9069
Chase Goff	Principal	(270) 773-2828
Rosie Ochoa	Student Athlete	(270) 773-2828
Nick Gunn	Student Athlete	(270) 252-6388

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 3:20 CST.