



## TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2000-2001 school year)

School: **Christian Academy Louisville**  
Reviewed By: **Julian Tackett/Larry Boucher**  
Date Of Visit: **2/7/2001**  
Telephone Number of Reviewer **(859) 299-5472**

### 1. Completed Required Forms

GE-19      Yes  No

Survey Student Interest Form Yes  No

Summary Forms T-1 Thru 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)

X	A	Substantial Proportionality
X	B	History and Continuing Practice Of Programs Expansion
X	C	Full and Effective Accommodation of Interest and Abilities

A.) If Substantial Proportionality is chosen; does it appear that the school has performed the calculation correctly?

Yes  No

(If No, include in comments section and analysis of what is incorrect in the calculation.)

Comment:

B.) If History and Continuing Practice Of Program Expansion are chosen; does it appear that the school has performed the calculation correctly?

Yes  No

Comment:

C.) If Full and Effective Accommodation of Interest and Abilities is chosen, does it appear that the school provides opportunities in areas of students' interest?

Yes  No

Comment:

**3. Has the school properly surveyed its student body to accurately assess the interests and abilities of its students?**

Yes  No

Comment:

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		Continual program expansion in accordance with student desires and assessment.
Equipment and Supplies	X		School personnel has provided nearly identical equipment for all athletic teams, with the implementation of a Corrective Action Plan to correct and balance golf equipment provided by the school to girls' team. School personnel is addressing issues in house related to soccer practice and game equipment which do not appear to be an equity issue at this time, but have surfaced as a concern on the part of the school program as future purchases are made.
Scheduling of Games and Practice Time	X		Current administration has done an excellent job to ensure equal treatment of all teams without a lot of documentation or instruction. Special note should be made in scheduling non-varsity contests, as there appears to be consistently fewer non-varsity opportunities for females. See note in conclusions.
Travel and Per Diem Allowances	X		Nearly identical for all athletic teams. School personnel are advised to adopt written policies to ensure continued equitable treatment in this area.
Coaching	X		The experience level and background of the coaching staff appears to be nearly identical.
Locker Rooms, Practice and Competitive Facilities	X		This area appears to be nearly identical for all athletic teams.
Medical and Training Facilities and Services	X		This area appears to be identical for all athletic teams.
Publicity	X		This area appears to be identical for all athletic teams.
Support Services	X		This area appears to be identical for all athletic teams.
Athletic Scholarships**	N/A		

<b>Athletic Scholarships**</b>	N/A		
<b>Tutoring**</b>	N/A		
<b>Housing and Dining Facilities and Services **</b>	N/A		
<b>Recruitment of Student Athletes**</b>	N/A		

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

School personnel will be purchasing golf bags for the girls' golf team to balance the donated bags for the boys' team. They will address through its publicity and hiring practices, the experience level of its girls coaches. It should be noted that although the school has a distinguished history, its new location has yielded a revitalization of its athletic program. Many programs, now in their infant stages, will grow and develop as time elapses.

**6. Observed Deficiencies in Overall Girls and Boys Athletics Programs**

None were reported by the school in the Corrective Action Plan. The school personnel would be advised to see item 10 related to recommended action in order to ensure continued compliance.

**7. Facility Recommendations or Concerns**

None noted.

**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:

**(Prime Time Contest/Girls' Basketball)** On or before **May 30, 2001**, the school is 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 2000/2001 season. 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.

**(Selection of Cheerleaders)** On or before **May 30, 2001**, the school is 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).

**(Athletic Documentation)** On or before **April 15, 2002**, the school is requested to provide information to the KHSAA concerning the development of written policies and procedures as mentioned in Item 10 that should help ensure continued compliance.

## 9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Don Rice

District Level Title IX Coordinator: Don Rice

Name	Address	Telephone
Boucher, Larry	KHSAA	859-299-5472
Cook, Valerie	Girls Volleyball Coach and teacher	502-254-7152
Greener, Tim	Principal	502-244-3225
Hunt, Karen	Girls Varsity parent	502-241-1131
Imlay, Jeff	AD	502-244-3225
Music, Michael J.	Asst. Boys Basketball Coach	502-239-6161
Rice, Don	Girls Basketball Coach and Asst. A.D.	502-240-0742 502-244-3225 ext. 1172
Shubert, Steven	Middle School Coach and parent	502-292-0611
Tackett, Julian	KHSAA	859-299-5472

## **10. Comments**

### **a) Title IX Report**

- I. The school personnel had a few problems with the submission of the report, including the required signatures. This has been clarified and corrected since the original report was submitted.
- II. For the future, the school was advised to ensure that separate response forms be used to compile the surveys, even if the same coach is involved with multiple sports.

### **b) General Athletic Policies**

While the following areas do not represent specific past documented problems, it is worthy to note that they should be addressed in written athletic policies to ensure that future decision makers are as concerned with equity as the current staff.

- I. School personnel benefits greatly from its requirement for a single booster organization. This should be documented in writing and placed in the permanent Title IX File.
- II. School personnel is strongly encouraged to develop a written policy on when and where commercial transportation is appropriate. While historical records do not indicate a past disparity, this area is a potential problem without previously developed policies.
- III. Practice plans and facility rotation plans should be formalized, particularly with the new outdoor facilities, to enable all coaches to make informed decisions. Existing plans for winter sports (i.e. posted calendars) could be used as a model for these discussions.
- IV. A planned equipment replacement policy for both game and practice equipment should be adopted so that boys equipment is not always replaced first. This will ensure that all teams remain at a consistent level of quality for apparel for practice and competition.
- V. A policy should be developed to determine which banners and trophies will be displayed in prominent areas so that all boys' and girls' teams, will have equal treatment and a pre-determined opportunity for exposure.

### **c) General**

This is a school that has benefited greatly from exemplary leadership and direction as it has grown from its development as a small school to its current status today. Administrators (both athletic and academic), coaches, parents, boosters and athletes can be proud of a program that attempts to treat all of its students equally, and which is committed to maintaining that balance in the future.

# Kentucky High School Athletic Association

## MEMORANDUM

To: Principal, Superintendent, Athletic Director

From: Louis Stout, Commissioner  
Brigid L. DeVries, Executive Assistant Commissioner

*Louis Stout*  
*Brigid L. DeVries*

Date: May 14, 2001

Subject: KHSAA Title IX Final Audit Report  
2000-2001 School Year

Enclosed please find a copy of your school's Title IX KHSAA Audit Report for the 2000-2001 school year. Please pay particular attention, as you review the report, to the fact that the reviewer may have requested, by a certain date, additional information to properly assess your athletics program. In addition, fines and/or penalties may also be imposed.

At this time you are probably aware of the required Title IX Forms to be submitted by April 15, 2001. They include the following: GE19, T1, T2, T3, T4, T41, T60, T63. Most importantly the 2001 Corrective Action Plan (T-60) needs to be updated on an annual basis.

Should you have specific questions regarding the content of your 2000-2001 final report, please contact the person who reviewed your Audit Document.

Thank you for your work in this very important project.