



## TITLE IX FINAL AUDIT REPORT

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

School: **Christian Fellowship High School**

Reviewed By: **Martha Mullins**

Date of Visit: **November 20, 2003**

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 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)

<b>X</b>	<b>A</b>	Substantial Proportionality
<b>X</b>	<b>B</b>	History and Continuing Practice Of Programs Expansion
<b>X</b>	<b>C</b>	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:**

School personnel failed to file Form T-1 in 1999-2000. They were made aware of the requirement to file all four test forms each year. All were filed in subsequent years. Method of calculation was reviewed.

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

**Comments:**

There was some question as to when softball and track were added as sports, which could influence compliance with this test. School personnel were advised to verify dates and recalculate, if applicable.

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

**Comments:**

School personnel did not file Form T-3 in 1999-2000. Administration was notified of the requirement to file all four test forms annually, as mentioned above. In 2002-2003, an interest in swimming and girls' tennis was identified on the survey. School personnel were advised to pursue these interests.

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

**Comments:**

School personnel were advised to include the eighth grade in the survey.

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

Benefit to Students	Satisfactory	Deficient	Comments
<b>Accommodation of Interests and Abilities</b>	X		It was determined that compliance standards were met for Test 3 in 1999-2000. In 2000-2001, standards for Test 1 were met. Clarification of the years in which softball and track were added should be made by school personnel to corroborate standards were met for Test 2 in 2001-2002 and 2002-2003.
<b>Equipment and Supplies</b>	X		There was no imbalance observed in the provision of uniforms, equipment and supplies for male and female athletes.
<b>Scheduling of Games and Practice Time</b>		X	The percentage of "prime time" HOME games in girls' basketball has fallen from 75% to 14% in a three-year span as opposed to a range of 60% to 44% for boys.
<b>Travel and Per Diem Allowances</b>		X	Data provided on Forms T-15 and T-16 were insufficient to permit an adequate analysis.
<b>Coaching</b>	X		Largely, the current coaching staff has the same amount of coaching experience. The number of coaches per athlete currently is approximately the same for boys as girls.
<b>Locker Rooms, Practice and Competitive Facilities</b>	X		There are no locker rooms. Classrooms serve as dressing areas. Off-campus facilities for baseball and softball are excellent. A baseball field is currently under construction on campus. School personnel indicated that there are plans to build a softball field on campus as well.  A major building project scheduled for completion by 2005 will include a new gymnasium, locker rooms and weight room to serve both male and female athletes.
<b>Medical and Training Facilities and Services</b>	X		Strength training equipment and access to facilities are equivalent for all teams. There is no training room or certified athletic training service provided.

<b>Publicity</b>	<b>X</b>		Cheerleading has been added as an activity since the 1999-2000 original self-evaluation document was filed. One squad cheers for both varsity basketball teams at HOME games.
<b>Support Services</b>		<b>X</b>	Incomplete budget data did not permit an adequate analysis of expenditures for boys' and girls' sports.
<b>Athletic Scholarships</b>	<b>N/A</b>		
<b>Tutoring</b>	<b>N/A</b>		
<b>Housing and Dining Facilities and Services</b>		<b>X</b>	Data submitted by coaches on Form T-40 was inconclusive regarding the type of meal service provided athletes, if any.
<b>Recruitment of Student Athletes</b>	<b>N/A</b>		

5. **Brief Summary/Analysis of the Corrective Action Plan (T-60)**  
Due to the perception that no inequities existed in the athletics program, school personnel have submitted no suggestions for improvement for any school year.
6. **Observed Deficiencies in Overall Girls and Boys Athletics Programs**  
School personnel need to track and document the legitimacy of interests expressed on the student interest survey more closely. The monitoring of expenditures should be based on more formal policies.
7. **Facility Recommendations or Concerns**  
School personnel were advised to maintain the same quality of construction in building a softball field as has been developed for the baseball field currently under construction.

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 **April 15, 2004**, 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 **April 15, 2004**, 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 2004-2005 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.

**(Accommodation of Interests and Abilities)** As a part of the 2003-2004 annual Title IX compliance report due **April 15, 2004**, school personnel will include on Form T-60 (Corrective Action Plan) the efforts made or to be made to pursue interests expressed by girls in swimming and tennis.

**(Travel and Per Diem)** On or before **March 1, 2004**, school personnel will resubmit to the KHSAA Form T-16 for the 1999-2000 school year.

**(Support Service)** On or before **March 1, 2004**, school personnel will resubmit to the KHSAA Forms T-35 and T-36 for both the 1999-2000 and 2002-2003 school years.

**(Housing and Dining Services)** School personnel will address on Form T-60 (Corrective Action Plan) in the 2003-2004 annual report, due **April 15, 2004**, the measures taken to ensure meal service is provided to both male and female athletes on an equitable basis.

**9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING**

**High School Title IX Coordinator:** Mark Keen

**District Level Title IX Coordinator:** N/A

Chief Administrator: Donnie Peal

<b>Name</b>	<b>Title</b>	<b>Telephone</b>
<b>Mark Keen</b>	<b>Athletic Director</b>	<b>270-527-8369 ext. 129</b>
<b>Trina Bryan</b>	<b>Administrative Assistant</b>	<b>270-362-3632</b>
<b>Kenny Solomon</b>	<b>Girls' Basketball Coach</b>	<b>270-395-5136</b>
<b>Joe Roark</b>	<b>Boys' Soccer Coach</b>	<b>270-443-5433</b>
<b>Cleve Cary</b>	<b>Boys' Basketball Coach</b>	<b>270-527-5242</b>
<b>Donnie Peal</b>	<b>Administrator</b>	<b>270-527-8377 ext. 137</b>
<b>Michelle R. Alexander</b>	<b>Softball Coach</b>	<b>270-527-2374</b>
<b>Bill Rowley</b>	<b>Principal</b>	<b>270-527-8377 ext. 126</b>
<b>Gordon Bocock</b>	<b>KHSAA Audit Team</b>	<b>606-678-8916</b>
<b>Martha Mullins</b>	<b>KHSAA Audit Team</b>	<b>859-269-3394</b>

**10. Comments**

The school's permanent Title IX file was available for review at the Gender Equity Review Committee meeting.

Corrections and data omissions on many forms were reviewed with the Committee. It was stressed that the 1999-2000 self-evaluation serves as a baseline document by which to measure progress towards compliance standards and as such must contain accurate data. School personnel were instructed to correct and reconcile conflicting data and to provide missing information in order to update the permanent Title IX file.

Discussion was held on the value of written policies to assist in the monitoring of compliance.

School personnel were complimented on the improvements already being made in the athletics program and which ultimately relate to meeting compliance standards. A spirit of cooperation and fairness was noted.

The public meeting did not materialize.