



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

(For schools re-visited during the 2015-2016 school year)

School: Christian County High School
 Prepared By: Kathy Johnston
 Date of Re-Visit: January 6, 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
- Improvement Plan Summary Charts (Form T-60) Yes No

2. Opportunities Component of Title IX Compliance

Area of Compliance:
(Check One or More)

X	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 submitted data, it appears that Christian County High School is currently meeting the standard of Test 1 for the provision of athletic opportunities.

- 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 submitted data, it appears that Christian County High School does not currently meet the standard of Test 2 for the provision of athletic opportunities.

- 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 submitted data, it appears that Christian County High School is currently meeting the standard of Test 3 for the provision of athletic opportunities.

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

Comments: The most recent Student Interest Survey was conducted during the 2013-2014 school year. Students in grades 9-11 were surveyed with a return rate of 91.4%.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>The most recent Student Interest Survey was administered during the 2013-2014 school year. Submitted data indicated that students in grades 9-11 were surveyed with a return rate of 91.4%. Reported information on the 2015 Annual Report shows that Christian County offers nine (9) varsity sports for males and eight (8) for females. The most recently added sport activity is bass fishing. Interviews with administration indicate that archery shall be added the 2015-2016 school year. A valid review of results for this area depends upon the accuracy of team roster input and response(s) that may result from the Student Interest Survey. It is also noted that Gender Equity Committee meeting dates, minutes, and attendance information should be made a part of the school Title IX file. Committee meeting minutes, for a minimum of three (3) years, should be retained as part of the Title IX file.</p>
Equipment and Supplies	X		<p>There was written evidence of a three (3) and/or four (4) year uniform review/replacement plan for all team uniforms. Uniforms for the 'like' sports were shown to be on the same review cycle. Tennis and golf uniforms are replaced yearly. Viewed uniforms were of high quality and equivalent in the quantity provided. All other viewed equipment appeared to be well-maintained and available for equitable access. An overall review of spending for this category appears to favor the male athletes.</p>
Scheduling of Games and Practice Time	X		<p>There was viewed evidence of all team schedules in the Title IX file. There was evidence showing overall equivalence and parity within the 'like' sports regarding the number of competitive event opportunities</p>

			provided for all levels. There was also viewed evidence for the equitable scheduling and access to the shared facilities of the main gymnasium, auxiliary gymnasium and the soccer practice fields.
Travel and Per Diem Allowances	X		<p>There was written evidence of a travel and per diem guideline that indicated mode(s) of transport and the provision for overnight stay (hotel). All travel requests are approved by the school Principal, Superintendent, and/or the Board of Education. The assurance of overall equity is monitored by these administrative levels. Interviews with students and coaches indicated the provision for meal allotments for athletic trips, however, this was not included in the written guideline for per diem. An overall review of spending for this category meets the acceptable parameters for both males and females.</p> <p>(see KHSAA recommendation 7.a.)</p>
Coaching	X		<p>There was viewed evidence of a school board approved salary schedule which showed overall equivalence in the salary provided and number of coaching positions provided. According to submitted data, the athlete to coach accessibility ratio heavily favors the males. Interviews with administration indicate possible errors in the reporting column dealing with the reported number of coaches for baseball, softball, soccer, basketball, and wrestling. Interviews with administration also indicated that end of season written evaluations of all head coaches are done by the Principal and Assistant Principal.</p> <p>(see KHSAA recommendation 7.b.)</p>
Locker Room, Practice and Competitive	X		There was written evidence of locker room and storage assignment for all teams. The quality and amenities of all locker rooms are similar

Facilities			<p>and comparable. The viewed competitive facilities are all of high standard and well-maintained. Facilities located off-campus are the Stadium of Champions, De-Bow practice soccer fields and the Western Hills Golf Course. The Stadium of Champions host competitive events for football and boys/girls soccer contests. The golf course provides a venue for practice and competition matches. Slight differences that were viewed between the baseball and softball facilities include the amenities (information) that the scoreboard provides for baseball as compared to softball, more on-site available storage at the baseball site, and the inclusion of a locker room and office area as part of the building that houses the indoor hitting facility for baseball. These items should be kept in mind as facility self-evaluations are conducted or as improvements are being considered.</p>
Medical and Training Facilities and Services	X		<p>The weight room area is located in the Multi-purpose Building #3 on the school campus. It was spacious, provided equitable access, and a current usage schedule was posted at the site. There appeared to be limited appropriate equipment for female use and visual displays in the weight room were more in support of male teams. Interviews with administration indicated that Athletic Training services are provided through an agreement with the Jennie Stuart Medical Center. The trainer is available on a daily basis, at all home events and some selected away events. There was written evidence of the trainer's schedule in the school Title IX file and posted at the site which showed equitable access and availability to the student athletes. Interviews with administration also indicated that athletic physicals are made available to all athletes, twice a year, at no cost, by the local medical center. There was also viewed evidence of emergency action plans for all competitive venues.</p>

			(see KHSAA recommendation 7.c.)
Publicity	X		There was written evidence of an awards guideline that included the provision for end-of-season recognition (banquets), team awards, and banner display. There is also a school Hall of Fame sponsored and supported by the Heritage Bank of Christian County. Interviews with administration indicated that previous and/or current Christian County Coaches are members of the Hall of Fame Committee. It appears that criteria has been established to ensure overall equivalence relative to selection to the Hall of Fame. School administration provides oversight to ensure equivalence in the support provided to teams by the cheerleaders, dance team, and band. An overall review of spending for this area meets the acceptable parameters for both males and females.
Support Services	X		.A two-year review of spending showed that approximately \$803.00 was spent per male athlete and approximately \$656.00 spent per female athlete. This falls slightly outside the acceptable parameters (\$100.00) on a per athlete basis. In review of the benefit areas, it appears that the disparity has regularly occurred in the area of Equipment and Supplies. Overall and benefit category spending is the responsibility of school administration. Regardless of where funds come from, it is up to the institution to make up any difference and/or to ensure overall equivalence, relative to spending. Interviews with administration indicated that all sports have booster clubs, with outside accounts, with the exception of tennis, golf, and track. Interviews with administration indicated that monthly reporting of booster club activity and approval of all booster club fund raising projects are required by the school and district office. However, it appears there is no mechanism in place for the oversight and/or

			<p>school administrative approval of booster expenditures. Coaches interviewed were knowledgeable of the school process (purchase order) for any purchases utilizing school funds.</p> <p>(see KHSAA recommendation 7.d.)</p>
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

- addition of softball locker room
- develop uniform purchase plan on four-year cycle
- review overall spending by booster clubs
- explore interest in swimming
- explore interest in bass fishing and archery

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There were no observed deficiencies in the overall athletics program at Christian County High School.

7. KHSAA Recommended Action in relation to new deficiencies

Although there were no observed deficiencies, the following recommendations should be addressed to ensure overall equivalence:

- a. Upon receipt of this report, written evidence should be developed that establishes per diem allotments as it relates to meal allowance for game trips. This is to be made part of the Travel and Per Diem guideline.
- b. Please submit to the KHSAA, no later than March 1, the number of coaches and levels of play for the sports of baseball, softball, girls soccer, boys soccer, girls basketball, boys basketball, and wrestling.
- c. Upon receipt of this report, a review of the current weight room equipment should be evaluated so as to determine the needs and/or appropriateness of weight equipment that should be added for female use.
- d. Please submit to the KHSAA, no later than March 1, a plan of administrative oversight and/or prior approval of expenditures regarding booster funds from the outside established booster club accounts.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Steve Lovelace, Athletic Director 270-887-7050

District Level Title IX Coordinator: Brad Hawkins, C.O.O. Christian Co. Schools 270-887-7000

Name	Title	Telephone
Taytum Lovelace	Student-athlete	270-887-7050
Keyron Catlett	Student-athlete	270-887-7050
Johnny Blane	Softball coach / parent	270-887-6004

Anthony Hickey, Sr.	Girls basketball coach	270-887-7050
Brad Hawkins	C.O.O. @ District Office	270-887-7000
Chris Bentzel	Principal	270-8877050
Steve Lovelace	Athletic Director	270-887-7050
Susan Whipple	Parent	419-906-2275
Bryan Lovely	Parent/Teacher/Coach	606-273-0823
Gary W. Lawson	KHSAA	502-545-3393
Kathy Johnston	KHSAA	859-494-2509 kjohnston@khsaa.org

10. Comments

School Administration was very well prepared for the visit. The school Title IX file was well organized and complete. The public forum, scheduled for 3:00 pm was held in the school library. With no one in attendance, the audit team left Christian County High School at approximately 3:20 pm.