



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

**(For schools re-visited during the 2011-2012 school year)**

School: Clay County High School  
 Prepared By: Kathy Johnston  
 Date of Re-Visit: October 31, 2011  
 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
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 data and reports submitted for the years 2008-2011, it appears that Clay County High School does not meet the standard of Test 1 in regard to 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 the data and reports submitted for the years 2008-2011, it appears that Clay County High School does not meet the standard of Test 2 in regard to 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 the data and reports submitted for the years 2008-2011, it appears that Clay County High School does not meet the standard of Test 3 in regard to 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: According to the reports submitted, the most recent Student Interest Survey was conducted during the 2009-2010 school year. Students in grades 8-11 were surveyed with a return rate of 96%.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities		x	<p>According to the data submitted on the most recent Student Interest Survey, students in grades 8-11 were surveyed with a 96% rate of return. Beginning with the Student Interest Survey of 2001-2002, and also indicated in the original audit of 2002, there has been significant interest indicated in the area of girl's soccer. To date, it appears there has been no follow up or documentation to indicate if this interest is valid or real. As a result, Clay County High School appears to be deficient in this category until such findings can be explored and documentation submitted.</p> <p>(see KHSAA recommendation 1.)</p> <p>During the 2010-2011 school year, there were 14 sport level opportunities for females and 13 for males.</p>
Equipment and Supplies	x		<p>Uniforms reviewed appeared to be of mid to high quality and provided equitably for all sports. There was written evidence for uniform review and/or a rotation plan of purchase for all sports.</p>
Scheduling of Games and Practice Time	x		<p>There appeared to be parity in schedules for like sports with equivalent opportunities and number of competitive events. There was written guideline evidence for the equitable use of shared facilities, but no posted schedule.</p> <p>(see KHSAA recommendation)</p> <p>For the last two out of four years, waivers have been granted in regard to the 40% prime date requirement for girl's basketball. The most recent waiver was given for the season 2010-2011. The school is highly encouraged to closely monitor the prime date play during the 2011-2012 playing season so this criterion may be met.</p>

Travel and Per Diem Allowances	x		<p>There was written evidence of a guideline for travel but not one that included per diem (food/housing). Interviews with athletes and coaches indicated parity and equivalence.</p> <p>(see KHSAA recommendation)</p>
Coaching	x		<p>There was written evidence of an extra service pay schedule for coaches and positions that showed equivalence and parity for all sports. The school is to be commended for its high number of on-campus coaches as this allows for a high rate of student-coach accessibility. The current ratio of coach to student access is 13:1 for females and 15:1 for males.</p>
Locker Rooms, Practice and Competitive Facilities	x		<p>All locker rooms, practice, and competitive facilities were well maintained and appeared to be equivalent and with similar amenities. It appeared there were no significant disparities. There was written evidence for assignment of locker room and storage space for all sports. Facilities off campus are the baseball field, softball field, and an indoor girl's golf team practice area. Students are provided access to these facilities by school bus.</p>

Medical and Training Facilities and Services	x		<p>There are four weight rooms with equitable access for all teams and all were viewed with appropriate equipment for female use. Interviews indicated that there is equitable assignment for weight room use, but no evidence of a posted schedule.</p> <p>(see KHSAA recommendation)</p> <p>The school does have an Athletic Trainer through a contract with the Mountain Physical Therapy Group. The Athletic Trainer is at all competitive events and athletes have contact/access to him/her through the Mountain Physical Therapy Group. Athletic physicals are made available by a local physician to all students at a reduced rate.</p>
Publicity	x		<p>There was written evidence for banner display of team recognition but not for other displays that included banners for coach/hall of fame recognition and the hanging pictures display located in the foyer area outside the gym. Interviews indicated that there was not a guideline for end-of-season team recognition (banquets, etc.)</p> <p>(see KHSAA recommendation)</p> <p>The scheduling of cheerleading and pep band support at competitive events appears to be equitable and is monitored by administration for parity.</p>
Support Services	x		<p>There are established booster groups for football and boys basketball. There was evidence of signed booster agreements and guidelines that provided for administrative oversight for fundraising and expenditure approval.</p>

			<p>Even though the overall reported spending in the benefits area appeared to be equitable and within acceptable parameters, an accurate and true evaluation could not be done because of the non-reporting of booster expenditures.</p> <p>(see KHSAA recommendation)</p> <p>Coaches interviewed were well aware of the process for approval and purchase of athletic items. There was written evidence of designated office space for all teams.</p>
Athletic Scholarships			N/A
Tutoring			N/A
Housing and Dining Facilities and Services			N/A
Recruitment of Student Athletes			N/A

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

- Upgrade baseball and softball fields
- Explore addition of soccer and wrestling
- Develop athletic handbook for coaches and players
- Determine limit for amount of food provided to teams
- Hire assistant coaches for volleyball and track
- Storage area and permanent lines for volleyball
- Re-surface track and tennis courts (add a 6<sup>th</sup> court)
- Expand and/or update training facilities
- Insure reporting of booster club money
- SBDM policies on athletics

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

It appears that there is one observed deficiency in the overall athletic program at Clay County High School and that is in the area of Opportunities, specifically addressing the area of Accommodation and Interests.

7. KHSAA Recommended Action in relation to new deficiencies

1. Submit to the KHSAA, no later than January 15, 2012, documentation which shall include sign in sheets of attendance to no less than 2 sponsored meetings for those individuals interested in girl's soccer. Meetings shall be announced and held after school. One meeting shall include attendance by parents of those students interested. Submitted documentation shall include dates and times of the meetings, sign-in sheets of those in attendance, and a meeting agenda.

The following recommendations should be addressed by the school to insure consistent, equitable benefits:

- Upon receipt of this report, schedules for the usage of shared practice/competitive facilities and schedules for the usage of the weight rooms shall be posted at the appropriate sites.
- Please submit to the KHSAA, no later than April 15, 2012, a guideline for per diem (housing/food) that would insure equity for all sports.
- Please submit to the KHSAA, no later than April 15, 2012, an expanded awards guideline of criteria that encompasses all current banner, hall of fame, and picture display recognition. This guideline should also include procedure for post season team recognition that would insure equity for all sports.
- The Title IX Annual Report, to be submitted by April 15, 2012, should include all school and booster expenditures, in the area of benefits, so that an overall and accurate evaluation can be made.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A



9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Robert Nicholson

District Level Title IX Coordinator: Denva Hoskins

Name	Title	Telephone
Cookie Henson	School Board Member	606-599-2494
Jeneenia Roberts	Secretary – CCHS	606-598-3737
Robert Marcum	Boys Basketball Coach	606-813-0562
Mike Gregory	Principal	606-598-3737
James Burchell	Girls Basketball/Tennis Coach	606-594-0296
Jason Smith	Baseball/Golf Coach	606-598-3737
Denva Hoskins	District Title IX Coordinator	606-598-2168
Zac McGeorge	Student Athlete	606-598-3737
Donnie Gray	Athletic Director	606-598-5325
Robert Nicholson	Asst. Principal	606-698-3737
Missy Roberts	Parent	606-598-6000
Regina Hubbard	Girls Golf Coach	606-598-3338
Gary Lawson	KHSAA Auditor	502-545-3393
Kathy Johnston	KHSAA Auditor	859-494-2509

9. Comments

School administration and staff were very helpful and well prepared for the re-visit. They were very receptive to the observations and recommendations made by the audit team. We feel very positive about their efforts in addressing the concern within the area of Opportunities in regard to Accommodation and Interests.

Students and coaches interviewed were well informed and very positive about their involvement and commitment to Clay County High School. It appears that the community of Clay County is very supportive of its athletic program.

The public forum, scheduled for 5:00 p.m., was held in the conference room at the high school. With no one in attendance, the audit team left Clay County High School at 5:20 p.m.