



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

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

School: Clay County High School  
 Prepared By: Kathy Johnston  
 Date of Re-Visit: November 7, 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)

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 submitted data, it appears that Clay 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 Clay County High School is not currently meeting 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 Clay 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 administered during the 2015-2016 school year. Students in grades 8-11 were surveyed with a return rate of 80.5%.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		The most recent Student Interest Survey was administered during the 2015-2016 school year. Students in grades 8-11 were surveyed with a return rate of 80.5%. Clay County High School currently offers eight (8) varsity sports and/or sport activities for both males and females. Archery is the most recent sport activity added for both. According to submitted data, a total of twelve (12) sport level opportunities are provided for males and fourteen (14) for females.
Equipment and Supplies	X		There was written evidence of a four (4) year uniform review and/or replacement plan for all teams. Interviews with administration indicate that golf team shirts are replaced on a yearly basis. Viewed uniforms were of mid to high quality and equivalent in the quantity provided. An overall review of spending for this category showed that approximately \$379.00 was spent per male athlete and approximately \$188.00 spent per female athlete.
Scheduling of Games and Practice Time	X		There was viewed evidence of all team schedules in the Title IX file. These schedules showed equivalence and parity regarding the number of event opportunities provided. There was written evidence of equitable scheduling for the shared facilities of the gymnasium, athletic complex, and fieldhouse.
Travel and Per Diem Allowances	X		There was evidence of a written guideline for the provision of Travel and Per Diem. This included mode of transportation, and the specifics for meal allowance, and for housing (overnight stay). An overall review of spending for this category showed that approximately \$86.00 was spent per male athlete and approximately \$96.00 was spent per female athlete. This falls within the acceptable

			spending parameters for this category.
Coaching	X		There was viewed evidence of a school board approved salary schedule in the Title IX file. It showed equivalence in stipend amounts as well as parity in the number of coaching positions provided. According to submitted data, the athlete to coach ratio was 8:1 for males and 11:1 for females. According to submitted data, at least 50% of all head coaches are located on-campus. Interviews with administration indicated that coaching evaluations are conducted by the Athletic Director and Principal, at the end of each sports season. Currently, there is not a written evaluation tool that is used in this process.
Locker Room, Practice and Competitive Facilities	X		There was written evidence of locker room and storage assignment for all teams. There are three (3) locker rooms for males and two (2) for females. The qualities and amenities of all locker rooms appear to be comparable. It's important that all athletes, and coaches, are made aware of their locker room assignment. On campus competitive facilities include those for tennis, track, and football, cross country, basketball, archery and volleyball. Off campus facilities include those for golf, softball, and baseball. Golf teams utilize the Big Hickory Golf Course for practice and competition. Ramsey Park, approximately one (1) mile from the high school, is the home site for softball and baseball. All fields and athletic venues appear to be very comparable and very well maintained. Interviews with administration also indicate that school bus transportation is made available to off campus competitive sites.
Medical and Training Facilities and Services	X		There are two (2) weight room areas at Clay County High School. One is located off the gymnasium, in the high school, and the other is located in the Athletic Complex. There was a written and posted schedule showing equitable usage and access for both males and females. Interviews with administration indicated that a

			contract is in place with a local Physical Therapy Agency that provides treatment services for athletes. Athletic physicals are made available, at a reduced rate, for all students. These are scheduled on selected dates during the school year.
Publicity	X		Interviews with students and coaches indicated end-of-season award banquets, school awards, and the receiving of award jackets. There was viewed evidence of banner and picture display in the gymnasium and in the foyer area. However, there was not written evidence of an awards guideline that outlined the provision for individual and/or team recognition that would ensure equivalence. The support groups of cheerleading, band, and dance team perform at football and boys/girls basketball home games, as well as post season competition. Overall equivalence is monitored by school administration. An overall review of spending for this category shows that approximately \$26.00 was spent per male athlete and approximately \$37.00 spent per female athlete. This falls within the acceptable spending parameters for this category.  (see KHSAA recommendation 7.a.)
Support Services	X		A two-year review of spending shows that approximately \$835.00 was spent per male athlete and approximately \$686.00 spent per female athlete. Interviews with administration indicate that all fundraising and expenditure activity requires prior approval by the school Athletic Director and Principal. Interviews with coaches indicated knowledge of the process for approval to purchase items. All available office space appeared to be assigned equitably.
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)

- Development of hotel provisions for overnight travel
- Increase boys participation numbers for freshman teams
- Development of Per Diem guideline
- Monitor expenses of Equipment and Supplies for more balanced spending

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There were no observed deficiencies in the overall athletics program at Clay 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. Please submit to the KHSAA, no later than February 1, 2017, an Awards guideline that would include, but not be limited to, the specifics for end-of-season banquets, senior recognitions, school awards, school jackets, banner display, and picture display.

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

606-598-3737

District Level Title IX Coordinator: Deann Stivers Allen 606-598-2168

Name	Title	Telephone
Regina Hubbard	Coach – girls golf	606-598-3338
James Burchell	Coach – girls bkb / b-g tennis	606-598-3737
Bailey Hubbard	Student athlete	606-598-3737
Jared Boley	Student athlete	606-598-3737
Mike Gregory	Principal	606-598-3737
Robert Nicholson	Asst. Principal / A.D.	606-598-3737
Deann Stivers Allen	District Title IX Coordinator	606-598-2168
Missy Roberts	Federal Program Coordinator	606-598-2168
Gary Lawson	KHSAA	502-545-3393
Kathy Johnston	KHSAA	859-494-2509 kjohnston@khsaa.org

10. Comments

School administration and staff were well prepared for the visit. Interviews with students and coaches were very informative and positive. The school Title IX file was well organized. The public forum, scheduled for 3:00 pm, was held in the school cafeteria. With no one in attendance, the audit team left Clay County High School at approximately 3:15 pm.