



TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2002-2003 school year)

School: **Clay County High School**

Reviewed By: **Fran Edwards**

Date of Visit: **October 28, 2002**

Telephone Number of Reviewer: **(859) 277-0746**

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)

<input checked="" type="checkbox"/>	A	Substantial Proportionality
<input checked="" type="checkbox"/>	B	History and Continuing Practice Of Programs Expansion
<input type="checkbox"/>	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:

The result of the calculation suggests that Substantial Proportionality is an area of compliance. For the 2001-2002 Annual Report, 453 females were enrolled representing 49% of the total enrollment of 940 students. Ninety-eight of the 201 interscholastic participants were female which is 49% of all athletes. The percent of total female participation, 49%, compared with the percent of total enrollment, 49%, is within three percentage points of the target for compliance.

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:

For the 2001-2002 school year, the result of the corrected calculation suggests that the History and Continuing Practice of Program Expansion is an area of compliance. The total number of female participants added in the past five years is 30. This number, 30, as a percentage of the total number of female participants, 98, is approximately 31%. Thirty-one percent is above the 25% target for compliance.

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:

Students attending Clay County High School were surveyed to ascertain their interest in athletic activities. Students in grades eight through eleven responded to the Interscholastic Athletics Survey in their homeroom period.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		The accommodation of interests and abilities is satisfactory. Currently, six varsity, three junior varsity, and one freshman team is offered for female participants. School personnel are encouraged to use the information provided through the interscholastic survey as a basis to identify potential team additions. For example, in the 2001-2002 survey, 92 girls indicated an interest in soccer. Efforts should be undertaken to verify whether the responses given would translate into actual participation.
Equipment and Supplies	X		The quality and quantity of uniforms, which are bought with school board funds, appears to be comparable for both male and female participants. It is recommended that the Gender Equity Review Committee develop a written policy governing the purchase and the replacement of uniforms for the various teams.
Scheduling of Games and Practice Time	X		An early/late rotation, generally alternating days, is in effect for girls' basketball and boys' basketball practices. For the 2002-2003 basketball season, five prime time games are included in the girls' schedule. School personnel are encouraged to increase the number of prime time games for the girls in the coming years.
Travel and Per Diem Allowances	X		The school reimburses the school board for the cost of bus transportation for away athletic events. Coaches spend varying amounts for meals and it is suggested that a policy be written to more uniformly address this expenditure.
Coaching	X		A copy of the board approved salary schedule for

			<p>the various coaching positions is maintained in the Title IX documents. All head coaches for female sports are male; there are several female assistants. School personnel are encouraged to develop strategies to increase the number of female coaches.</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>Overall, locker rooms, practice and competitive facilities are excellent and well maintained. The baseball/softball complex, owned by the board, is located less than two miles from campus. The fields are comparably appointed. Athletes are responsible for transportation to practices. Due to liability issues, perhaps school personnel should give consideration to providing an activity bus. An athletic complex adjacent to the football stadium houses locker rooms for football, track and cross country. Additionally, there are storage areas, public rest rooms concessions, laundry facilities and a weight room. An eight-lane track, with a rubberized surface, surrounds the football field. Five tennis courts are available for the boys' and girls' tennis teams. The gymnasium is attractive and well maintained. A committee was established to determine which jerseys are to be hung in the gymnasium to honor talented athletes. District, regional, and state championship banners are also displayed and a policy describing this practice, as well as the display of awards in the many trophy cases, should be written. Dressing accommodations, a total of four locker rooms, are equitably shared by both male and female athletes. A weight room is adjacent to the gymnasium floor. All athletes have access to this weight room as well as the one located in the athletic complex. However, it is recommended that a schedule for use of the weight rooms be posted.</p>
Medical and Training Facilities and Services	X		<p>The services of a certified trainer are contracted and paid for by the school board. The trainer attends all home events.</p>
Publicity	X		<p>Seasonal schedule cards are printed. There is one cheerleading squad at Clay County High School. The squad supports teams at all home games, post</p>

			tournament play and an equal number of away games.
Support Services	X		It appears that expenditures for male and female teams are comparable. Financial support for athletics is provided through school accounts and fund-raising by individual teams. Additionally, there are several booster clubs and the school should be aware of the pitfalls and problems that can exist with separate and independent booster organizations. It is strongly recommended that procedures are developed to insure that there is appropriate administrative oversight of fund raising activities and expenditures by these groups. It is imperative that decisions regarding the allocation of funds are made in light of the total athletic program.
Athletic Scholarships**	N/A		
Tutoring**	X		The Extended School Services program is available for student athletes.
Housing and Dining Facilities and Services **	N/A		
Recruitment of Student Athletes**	N/A		

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

The Corrective Action Plan submitted with the 2001-2002 report included the suggested change of "continuing to provide students with encouragement and reasons to participate."

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

7. Facility Recommendations or Concerns

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

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Dr. Deann Stivers Allen

District Level Title IX Coordinator: Dr. Deann Stivers Allen

Name	Title	Telephone
Michael J. White	Principal	(606) 598-3737
Aaron L. Stepp	Head Football Coach	(606) 598-3737
Todd Messer	Head Volleyball Coach	(606) 598-3737
Donnie Stevens	Asst Softball	(606) 598-3737
Terry Wilson	Athletic Director	(606) 598-3737
Mike Jones	Head Basketball Coach	(606) 598-3737
Jamie Gilbert	Head Softball Coach	(606) 598-3737
Doug Adams	Superintendent	(606) 598-3737
Fran Edwards	KHSAA	(606) 598-2168
Allen W. Jackson	KHSAA	(859) 277-0746

10. Comments

The Gender Equity Review Committee at Clay County High School is representative of the school and community; included are school personnel, students and a parent. It is apparent that the committee has made efforts to promote the athletic program in a positive and equitable manner for both male and female participants. Based on comments made during the audit team's visit, there is a high level of commitment to fulfilling the intent of Title IX and the committee is to be commended for their work.

As noted in previous pages of this report, the governance of the athletic program would be strengthened with the addition of several policies and procedures. More specifically, it is recommended that the Gender Equity Review Committee give consideration to developing guidelines relative to the purchase of uniforms, the display of awards and honors, allowances for meals and oversight of fund raising activities and expenditures by booster organizations. After approval, copies of the policies/procedures are to be maintained in the Title IX File.