



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

**(For schools re-visited during the 2008-2009 school year)**

**School: Crittenden County High School**  
**Prepared By: Gary W. Lawson (502) 875-3817**  
**Date of Re-Visit: November 5, 2008**  
**Telephone Number of Reviewer: (859) 299-5472**  
**Reviewed By: Darren Bilberry**

**1. Completed Required Forms**

- Verification of Forms (Form GE-50) Yes  No
- Participation Opportunities Summary Chart (Form T-70) Yes  No
- Benefits Summary Charts (Forms T-71 & T-72) Yes  No
- Benefits Publicity (Form T-73) Yes  No
- Corrective Action Plan Summary Charts (Form T-74) 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
	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 data and calculations submitted by the school, it has met the standard established in Test 1 for provision of athletic opportunities during each of the past three school years (2005-06, 2006-07, and 2007-08).

**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:

**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:

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

Comments: According to documentation submitted by the school, it received a 100% return rate on its most recent student survey.

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

<b>Benefit to Students</b>	<b>Satisfactory</b>	<b>Deficient</b>	<b>Comments</b>
<b>Accommodation of Interests and Abilities</b>	X		<p>According to the February 9, 2000 audit report, the school was not demonstrating compliance regarding opportunities provided to female students. The data, calculations, and responses submitted by the school indicate it has met the standard established in Test 1 for the provision of athletic opportunities during all of the past three school years (2005-06, 2006-07, 2007-08). The school has added the sports of soccer and volleyball for girls during the past five years and currently offers eleven teams for female participation compared to nine teams for males. Representatives of KHSAA reviewed the school's Title IX file. It contained the school's most recent self-study, all of the annual reports to KHSAA, a board approved salary schedule for coaches, sample game schedules for all sponsored teams for the past two years, a school athletic handbook, signed booster club agreements, usage schedules for all shared athletic facilities (except weight room which only had a written statement about usage (see Medical and Training Facilities and Services and KHSAA Recommended Action), team practice schedules, written guidelines regarding awards and athletic recognition, written designation of locker room space assigned to each team, written designation of storage space assigned to each team, written Gender Equity Review Committee meeting minutes for the past seven years, records of all student athletic interest surveys, a written uniform review and/or replacement plan, a school board policy relating to provision of travel and per diem, and a listing of accomplishments relating to gender equity for the past five years. School officials were commended for the development and maintenance of a comprehensive and user-friendly Title IX file.</p>

<b>Equipment and Supplies</b>	X	All uniforms and equipment viewed during the school visit appeared to be of high quality and provided on an equitable basis. The school's Title IX file contained a uniform review and/or replacement plan based on a five-year rotation. School officials were cautioned to make certain that anyone purchasing uniforms, including boosters, should adhere to the equitable rotation as documented. According to the school's 2007-08 annual report, there is a wide disparity in per athlete spending in this area. Part of the problem may be due to girls basketball reporting "\$0" expenditures for equipment and supplies on the re-visit form. School officials also explained that the football team purchased all new uniforms during the past school year. School officials were informed that monitoring of this category should take place to insure that this disparity does not continue over a two-year period.
<b>Scheduling of Games and Practice Time</b>	X	According to information documented on the school's re-visit form, the scheduling of varsity contests for "like" teams appears to show parity. Prime time and prime date scheduling for girls basketball was defined and discussed. The school's 2007-08 post season girls basketball schedule and results as posted on the KHSAA web site indicate that 75% (6/8) of their home games were played on prime dates and four of six of the prime date games were played during the "prime time" slot. The school's 2008-09 girls basketball schedule posted on the KHSAA web site indicates that 55% (5/9) of their games are to be played on prime dates with three of five of the prime date games being played during the "prime time" slot.
<b>Travel and Diem Allowances</b>	X	The school's Title IX file contained a school board policy relating to provision of travel and per diem. It appeared that this policy pertained only to personnel in the school district (i.e. teachers, coaches, and administrators). <u>It is suggested that some guidelines be developed at the school level that address athletic teams and participants.</u> The 2006-07 annual report showed that spending in this area appeared to be within acceptable parameters. The 2007-08 annual report indicates some disparity in this

<b>Travel and Per Diem Allowances Cont'd</b>			<p>area (i.e. approximately \$52 per female athlete compared to \$149 per male athlete). Again, school officials were cautioned to monitor spending in this area to insure that any disparity does not occur over a two-year period.</p>
<b>Coaching</b>	<p>X</p>		<p>The school's annual reports indicate that the number of coaches provided for "like" sports is equitable. The coaches' salaries as reported on the 2007-08 annual report and on the school's board approved extra service pay schedule appeared to show parity. According to the school's re-visit report, all head coaches of both the boys and girls varsity teams are on-campus employees.</p>
<b>Locker Rooms, Practice and Competitive Facilities</b>	<p>X</p>		<p>At the time of the February 9, 2000 audit report, the school was working on providing more equipment storage areas for the girls athletic teams. The recent school visit showed that each athletic team was provided with adequate storage space for equipment. All school sponsored teams, except boys and girls golf, are provided with good quality well-maintained dressing rooms. All dressing rooms seen were used by only one athletic team. Four similar coaches offices are provided. Two of the offices are used by girls teams (basketball and soccer) and two are used by boys teams (basketball and football). In the category of competitive facilities, the baseball and softball fields offer essentially the same amenities, but those provided at the baseball field are of slightly higher quality. The fields are both located at a municipal park owned by the city of Marion with which the school has a rental contract. The advantage to male athletes at the baseball field is balanced by the amenities used by girl's soccer only at the soccer field. School officials indicated they are very conscious of working toward parity of athletic facilities.</p>

<b>Medical and Training Facilities and Services</b>	X		The school's athletes are provided limited accessibility to an athletic trainer from the Trover Clinic. This accessibility appears to be equitable. The school has a large, well equipped weight training room. According to interviews with girls coaches and players, the facility has an adequate amount of weight training equipment that is appropriate for use by female athletes. The school's Title IX file contained a statement about usage of the weight room but not a usage schedule. Also, there was no schedule for usage posted at the facility. School representatives stated that any athlete could use the facility at any time, and that few, if any, teams used the facility as a group. KHSAA representatives stressed the need for documentation of equity of use of the facility during <u>supervised periods</u> . (See KHSAA Recommended Action.)
<b>Publicity</b>	X		According to the re-visit form, girls teams appear to have a slight advantage in spending for recognition and promotions. The re-visit form and interviews with administrators indicated the school currently sponsors one cheerleading squad which cheers at all football games, home and away. The squad also cheers at all home boys and girls basketball games, all away district games, and all post season games for both teams.
<b>Support Services</b>	X		The school currently has a booster club for every sponsored team. There is a signed agreement with each club. According to administrators, all booster clubs house their bank accounts off the school campus, and there is no prior approval required for booster purchases which provide athletic benefits. According to the school's 2006-07 annual report, its spending for total athletic support was just slightly outside acceptable parameters (approximately \$761 per male and \$620 per female athlete). The school's 2007-08 annual report indicates the school had a large disparity in total spending (approximately \$981 per male athlete and \$469 per female athlete). The school gave a written explanation for part of this disparity (refer to re-visit form in Title IX file). There also appears to be a problem with reporting expenditures in the category of

<b>Support Services Cont'd</b>			equipment and supplies. School officials were strongly encouraged to monitor athletic spending for provision of "equivalence" of benefits. (See KHSAA Recommended Action.)
<b>Athletic Scholarships</b>	NA		
<b>Tutoring</b>	NA		
<b>Housing and Dining Facilities and Services</b>	NA		
<b>Recruitment of Student Athletes</b>	NA		

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

The school's Corrective Action plans for the past three years have called for the following:

- adding female-friendly equipment in the weight training room and
- adding bleachers, press box, and safety guard on the fence at the softball field.

**6. Observed Deficiencies in Overall Girls and Boys Athletics Programs**

No major deficiencies were documented as a result of the November 5, 2008 school visit. There are some "areas of concern" which need to be addressed in order for the school to maintain a non-deficient status. These areas include documentation of provision of equitable usage of the school's weight room and proper oversight of total spending for athletic support in order to provide equivalent benefits.

**7. KHSAA Recommended Action in relation to new deficiencies**

Although no new deficiencies were designated by the recent school visit, the school should submit the following in order to maintain current status.

(Medical and Training Facilities and Services) On or before **January 15, 2009**, the school is to submit to KHSAA a written usage schedule for the school's weight training room which shows the provision of equitable sharing of supervised time in that facility. The schedule should be placed in the school's Title IX file and posted at the weight training facility.

(Support Services) On or before **January 15, 2009**, the school is to submit to KHSAA a written description of how booster club spending is monitored for provision of equitable benefits. This description should include, but not be limited to, the personnel responsible for the oversight and the steps they go through within the monitoring process.

**8. KHSAA Recommended Action in relation to reoccurring deficiencies**

No re-occurring deficiencies were designated by the recent school visit.

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

**High School Title IX Coordinator: Angela Starnes, 601 W. Elm St., Marion, KY 42064  
(270) 965-5249**

**District Level Title IX Coordinator: Al Starnes, 601 W. Elm St., Marion, KY 42064  
(270) 965-3525**

<b>Name</b>	<b>Title</b>	<b>Telephone</b>
Gary W. Lawson	KHSAA	(502) 875-3817
Denis Hodge	Coach	(270) 704-0643
Todd Merrick	Principal	(270) 965-2248
Cody Dunham	Student	(270) 969-0522
Anna Jimenez	Student	(270) 965-9583
Shannon Hodge	Girls Basketball Coach	(270) 704-0593
Al Starnes	District Title IX Coordinator	(270) 965-3525
Michael T. Gibson	Coach/Teacher	(270)217-5768
Angela P. Starnes	A.D./School Title IX Coord.	(270) 965-5249
Bryce Winders	Teacher/Coach	(270) 704-1497
Blair E. Winders	Teacher/Golf Coach	(270) 704-0955
Larry A. Duvall	Teacher/Volleyball Coach	(270) 704-0653
Robert Towery	Boys Basketball Coach	(270) 965-0389
Reba Woodall	KHSAA	(859) 299-5472

**10. Comments**

No one from the community attended the public meeting which was adjourned at 5:30 pm.