



TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2001-2002 school year)

School: **Cumberland County**
Reviewed By: **Fran Edwards**
Date Of Visit: **October 31, 2001**
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 Thru 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)

| | |
|---|--|
| A | Substantial Proportionality |
| B | History and Continuing Practice Of Programs Expansion |
| 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.)

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| Comment: |
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B.) If History and Continuing Practice Of Program Expansion are chosen; does it appear that the school has performed the calculation correctly?

Yes No

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| Comment: |
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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

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| Comment: |
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3. Has the school properly surveyed its student body to accurately assess the interests and abilities of its students?

Yes No

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| Comment: |
| Students in grades nine, ten, eleven and twelve at Cumberland County High School were surveyed to ascertain their interest in athletic activities during their advisor/advisee period. |

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

| Benefit to Students | Satisfactory | Deficient | Comments |
|--|--------------|-----------|---|
| Accommodation of Interests and Abilities | | X | It is imperative that school personnel engage in follow-up activities to determine if program expansion would be appropriate. Information provided through the survey should serve as the basis to identify potential team additions. For example, in the 2000-2001 survey, forty-one girls indicated an interest in volleyball. Efforts should be undertaken to verify that the responses given will translate into actual participation required to support a viable team. |
| Equipment and Supplies | X | | The quality and quantity of uniforms for practices and games appears to be comparable for both male and female participants. The booster club purchases uniforms for members of the baseball, basketball and softball teams. Also, the booster club buys uniforms for needy students who are members of other teams included in the athletic program. It is suggested that the Gender Equity Review Committee develop a written policy to reflect current practices for the purchase of uniforms. |
| Scheduling of Games and Practice Time | X | | Currently double headers and prime time games are included in the girls' basketball schedule. An early/late rotation for gymnasium use is followed for basketball practices. |
| Travel and Per Diem Allowances | X | | The school board funds bus transportation costs for the various athletic teams. Practices and games for baseball, softball and tennis are held off campus. Although it is not an equity issue, perhaps consideration could be given to providing transportation to games/practices. Also, possibly transportation after athletic activities for students would be one means of increasing participation. |
| Coaching | X | | An explanation of pay scales for the various coaching positions is included in the Title IX documents. The salary schedule is comparable for coaches of both male and female sports. |
| Locker Rooms, Practice and | X | | Overall, the locker rooms and facilities are rated as satisfactory. A city owned complex, which is |

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|---|------------|--|---|
| Competitive Facilities | | | leased to the school system for \$1.00 per year, provides facilities for baseball, softball and tennis. The complex is well maintained and well equipped. Comparable locker rooms located adjacent to the on-campus gymnasium is available for the basketball teams. The gymnasium floor has recently been refinished. It is suggested that the Gender Equity Committee develop a written policy for the display of banners hanging in the gymnasium and trophies housed in the cases located in the foyer. Weight training is not a strong component of the athletic program and, consequently, the weight room is not well equipped and is seldom used. However, it should be noted that the girls' basketball coach has developed an area in the locker room and made available her personal weight training equipment for her team. |
| Medical and Training Facilities and Services | X | | At this time, athletes are not receiving medical and training services. Although it is not a gender equity issue, it is recommended that school personnel develop a plan to provide for the safety and well being of all athletes. |
| Publicity | X | | A media guide and schedule cards are published for all sports. One cheerleading squad performs at all home basketball games and most away games. |
| Support Services | X | | There is one booster club that supports all athletic teams. The group raises funds through proceeds from concession stands, an auction and golf tournament. Gate receipts and a \$3,000.00 allocation from the school board are dispersed through the school account. Based on comments made during the audit team's visit, it appears that the booster club equitably distributes funds for athletic teams. However, consideration should be given to developing procedures that will establish administrative oversight of funds raised through the booster club's activities. |
| Athletic Scholarships** | N/A | | |

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|---|-----|--|--|
| Tutoring** | X | | |
| 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 included in the 2000-2001 Title IX report for Cumberland County High School listed the establishment of volleyball and soccer teams. The timetable for corrective action was the 2001-2002 school year.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Cumberland County High School is deficient in the opportunities component for Title IX compliance.

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
- School shall submit the following additional information:

The school shall submit a written plan to address the deficiency in the opportunities component of Title IX compliance by **January 15, 2002**.

(Selection of Cheerleaders) On or before **April 15, 2002**, the school is requested to provide information to the KHSAA concerning the manner in which cheerleaders are

selected for boys' and girls' teams. If cheerleaders are selected in such a way as to result in arguably better (i.e. "A" team vs. "B" team) cheerleaders performing at boys' events, the school shall also submit a plan under which cheerleaders of equal ability shall perform at an equal number of boys' and girls' games in comparable sport (i.e., boys' varsity and girls' varsity basketball game).

(Prime Time Contest/Girls' Basketball) On or before **April 15, 2002**, the school is requested to provide information to the KHSAA concerning the number of "prime time" games scheduled (games to be played on Friday and/or Saturday nights) for its girls' varsity basketball team during the 2001-2002 season. To the extent that a fewer percentage of girls' games are played during prime times (when compared with the percentage of boys' games scheduled for prime times), the school shall advise the KHSAA of action it intends to take to immediately correct the difference.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Glen Allen Murphy

District Level Title IX Coordinator: Anthony Ballou

| Name | Title | Telephone |
|-------------------|------------------------|------------------|
| Gary Lawson | KHSAA Audit Staff | (502) 875-3817 |
| Rodney Schwartz | Baseball Coach | (270) 864-4390 |
| Glen Allen Murphy | Athletic director | (270) 864-5818 |
| Anthony Ballou | Principal | (270) 864-3451 |
| Sherry Radford | Cheerleading Coach | (270) 864-5818 |
| Chuck Price | Track/CC Coach | (270) 864-3451 |
| Vanessa Jo Gray | Girls BB/ Tennis Coach | (270) 864-3451 |
| Daryl Murphy | Boys BB/Softball Coach | (270) 864-3451 |
| Fran Edwards | KHSAA Audit Staff | (859) 277-0746 |

10. Comments

Recently there have been personnel changes, including both the principal and athletic director, at Cumberland County High School. Unfortunately, the transition has not been smooth relative to shared information regarding the athletic program and Title IX implementation. However, based on comments made by the current membership of the Gender Equity Committee during the audit team's visit, it is apparent there is a cooperative attitude and sincere commitment to needed improvements. In the paragraphs below is a recap of pertinent issues that were discussed during the meeting held on October 31, 2001.

First and foremost, efforts must be directed toward increasing opportunities for female participants. The calculation for substantial proportionality included in the 2000-01

report suggests that the percent of female participation as compared to the total female enrollment is within approximately four percent. Four percent, although not the three percent target for compliance, is close and attainable. It is important that school personnel, including coaches and administrators, develop a strategy to encourage young women to become actively engaged in the athletic program. Additionally, in the future, accurate counting of participants including double and triple counts as well as middle school athletes that are taking part on high school athletic teams. Also, consideration must be given to program expansion. During the past five years one varsity team, golf, was added for female athletes. The possibility of initiating volleyball or soccer must be explored. A plan is to be developed and implemented to assess student interest in establishing a viable team. The addition of volleyball is likely to attain compliance in the area of history and continuing practice of program expansion. However, should students not indicate a sincere desire in establishing other athletic teams, the school will have achieved effective accommodation of interests and abilities. Both the plan to assess interest and student response is to be in a written format and kept with Title IX documents in the permanent file at the school.

In the coming weeks, it is strongly recommended that the Athletic Director carefully review the 1999-2000 self study for accuracy and completeness. Also, the Gender Equity Committee is to formulate written policies for uniform replacement and the display of trophies and banners.

The audit team recognizes that resources are limited. Nevertheless, perhaps creative solutions can be devised to address a couple of needs. Although not gender equity issues, both suggestions relate to safety and well-being. The acquisition of medical training services as a benefit for all athletes should be considered. The addition of bus service for games and practices held at the baseball/softball/tennis complex would increase the safety of participants. Perhaps, the provision of bus service for transportation home after practice would draw other students into the athletic program.

A final recommendation for consideration by the Gender Equity Review Committee relates to the benefit of support services. It appears that the one booster club is equitable in dispersing funds for the athletic program. However, provision for oversight of expenditures by the principal would be appropriate to insure that parity is maintained.