

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

(For schools re-visited during the **2007-2008** school year)

School: **Danville High School**
 Prepared By: **Jenny McCarty**
 Date of Re-Visit: **October 29, 2007**
 Telephone Number of Reviewer: **(859) 299-5472**
 Reviewed By: **Larry G. Boucher**

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)

	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 the data submitted by the school, it appears that the school has not met the standard for Substantial Proportionality Test (T-1) during the 2006-2007 school years. Additional data provided by the school demonstrates that the school has not met this standard for the previous two school years as well.

- 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 submitted by the school, it appears that the school has not met the standard of History and Continuing Practice Test (T-2) for the 2006-2007 school years. Additional data provided by the school demonstrated that the school has not met this standard for the previous two years as well. It should be noted that the school added one additional female sport (volleyball) during this three year period. Another female sport (golf) was added for the 2007-2008 school year.

- 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 submitted by the school, it appears that the school has met the standard of Full and Effective Accommodations and Interests and Abilities Test (T-3) for the 2006-2007 school years. Additional data provided by the school demonstrated that the school has met this standard for the previous two years as well.

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 data submitted by the school, the Student Interest Survey was given during the 2006-2007 school year to 8-11th graders during the homeroom period. The school data indicates a return rate of 82%.

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 by the school, it appears the school has not met the standard for Test 1 or Test 2 during the school years 2004-2007. It does appear, however, that it has consistently met the standard for Test 3 from 2004-2007.</p> <p>The data indicates that students are surveyed properly and records are kept. The school indicated that they had also started a girls' volleyball team due to the interest expressed by a group of students and parents. According to school officials, many of these students who expressed interest were below grade 8. The school recognized that the inclusion of these younger athletes would help begin a new program. For the 2007-2008 school year girls' golf was added because of the interest expressed on the student surveys.</p> <p>The permanent Title IX file was well organized and materials easily found. A permanent file is also kept in the office of the District Title IX Coordinator's office. School officials were commended on the organization of the file.</p> <p>When reviewing the permanent file, there was evidence that the Gender Equity Review Committee had regular meetings and the minutes of those meetings kept on file. There was not a quorum at the majority of the meetings according to the minutes. There were student athletes on the committee, however, they were not attending the meetings. School officials indicated that the meeting dates were announced and all members encouraged to come, but admitted that attendance by parents, and student committee members had not been good. School officials also indicated that the summary of the meetings were sent to all committee members who did not attend. School officials were reminded of the necessity of having a quorum present at meetings and the importance of</p>

Accommodation of Interests and Abilities Cont'd			having student representatives attend such meetings. (See KHSAA Recommended Action)
Equipment and Supplies	X		<p>The uniforms viewed during the re-visit indicated equivalence. The school has a written uniform rotation policy based on a four year rotation. The board of education provides funds for uniform replacement.</p> <p>According to the data submitted by the school on forms T35 and T36 from the previous three school years audit reports, there appears to be equivalence in spending in this area. All coaches receive a written yearly budget request form that they turn in to the athletic director. Using this form they request any needed equipment and supplies.</p> <p>There is good storage space available for equipment by all sports at the school. There appears to be a need for more on-site storage at the soccer field that is used by the girls' and boys' teams.</p>
Scheduling of Games and Practice Time	X		All shared athletic facilities appeared to be used equally. The school has a written facility use schedule and practice schedule for all sports. The school's 2006-2007 schedule indicated the school met its prime date requirement. According to the 2007-2008 schedule reviewed, the school will meet the minimum 40% prime date requirement. The school indicated that the schedule was complete for this school year.
Travel and Per Diem Allowances	X		<p>The athletic director indicated that all students take school buses to athletic contests.</p> <p>The school does not have a written Travel and Per Diem Policy. This importance of such a policy was discussed with the committee. (See KHSAA Recommended Action)</p>

Coaching	X		<p>Coaching salaries are based on an index of the coaches teaching salary. Those coaches employed as Para-professionals had a different index. The index reviewed was equitable among head coaches and assistant coaches for like sports.</p> <p>The school coaching staff consists of only three female members. Gender Equity Committee members were encouraged to recruit female coaches whenever possible to get a better balance of male/female coaches.</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>Other than a football practice field where some junior varsity and freshman football games are played, Danville has no other outdoor facilities on campus. Located about one mile from the school is an outdoor complex recently named the Sam Harp Athletic Complex. At this well maintained complex, there is a football stadium, soccer field, baseball field, and tennis courts within walking distance.</p> <p>The football stadium is used by football, boys' and girls' soccer teams, and track and field teams. The use schedule of this field is equitable. Soccer games are also played at the soccer field located at the complex and lights have been added to this field since the initial audit. Portable bleachers are used at this site. Both girls' and boys' soccer teams also use the soccer practice field at Kentucky School for the Deaf located nearby the Athletic Complex equitably.</p> <p>The baseball field has concrete block painted dugouts with wooden benches. The field has a large new scoreboard and the field turf is well maintained. When the initial audit was conducted the girls' softball team played at a different site off campus. School officials were in the process of putting together a feasibility study for a softball field at what is now the Sam Harp Athletic Complex. A plan was completed but as of this audit no construction has taken place for a softball field in the complex.</p> <p>Located approximately two miles from the school is Troy Trumbo Field, the field that is currently used by the girls' softball team. School officials explained to the auditors that the school had worked out an agreement with</p>

<p>Locker Rooms, Practice and Competitive Facilities Cont'd</p>			<p>the city of Danville to lease this field to the school system for the 2007-2008 school years and beyond. The current field has lights (although quality could not be observed), a small press box, and a concession area. There appears to be inequities in regards to this field verses the baseball field. The softball field dugouts have chain link fencing, metal roofing and gravel flooring. Auditors were told that the turf of the field during season is excellent and there are few rainouts. Even though the field appears to be level auditors noted that the area behind home plate was not level at the backstop. The fencing of the field around the backstop area was rusty and in need of replacement or painting compared to the fencing at the baseball field. There was a small scoreboard but significantly smaller than the large new scoreboard on the baseball field. School officials explained that since the school had been able to lease the facility there could be improvements made to it. The softball coach shared that he would like to see the entire dugouts space and backstop area redone.</p> <p>The gender equity committee should review the feasibility study for adding a softball field to the Sam Harp Athletic Complex verses the expense of upgrading the Troy Trumbo Field. Currently the girls' softball field is the only outdoor field that is not located in that complex. (See KHSAA Recommended Action)</p> <p>Indoor facilities are well utilized including adequate storage. The girls' basketball locker room has new carpet and flooring. During the student interviews, a female basketball team member felt that there was equity between the boys' and girls' facilities.</p> <p>Locker room assignments were written for all teams except two who practice off campus. School officials were asked to assign those teams to a space also.</p>
<p>Medical and Training Facilities and Services</p>	<p>X</p>		<p>An athletic trainer is employed full time at Danville and services both male and female athletes. The trainer is available during the school day and attends all home games of all sports. There are two training rooms located on campus. All students have access to the</p>
<p>Medical and</p>			

Training Facilities and Services Cont'd			<p>trainer when needed.</p> <p>The weight room is well equipped with free weights and machines for both males and females. There is an abundance of equipment and the weight room had a variety of different types of weights that athletes could utilize. A weight room schedule is written but not posted. The weight room décor revealed no female friendly pictures, posters etc. in the room. The auditors noticed the absence of light weight bars and belts for female use. (See KHSAA Recommended Action)</p>
Publicity	X		<p>Most impressive was the media guide for Danville Athletics. This athletic guide includes information about all athletic teams and staff. Like schedule cards are used for both male and female sports. The cheerleading squad cheers at equal numbers of games for both boys and girls.</p> <p>Student athletes interviewed felt that all teams were supported by the athletic administration, school administration and community. Pep rallies recognize athletes of all sports.</p> <p>The school has a written policy for receiving letter jackets, hall of fame recognition, and wall of fame recognition. There is not a written policy for use of banners or signs. (See KHSAA Recommendation.</p>
Support Services	X		<p>Danville High school has a softball and baseball booster club. Auditors were told that there was a written agreement with baseball however; it was not in the permanent file. School officials were encouraged to get written agreements from both clubs and to make sure copies were in the Title IX file. Teams may fundraise but purchases must be approved by the athletic director.</p> <p>All athletic funds from gate, athletic department fundraisers and other sources are kept in one athletic account and shared by all sports.</p>
Athletic Scholarships	N/A		
Tutoring	X		<p>Extended School Services is offered to all students.</p>

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)

The Corrective Action Plans written by Danville High School have resulted in the following completed actions:

- A feasibility study for an athletic complex completed
- Upgraded lights in 2002 for girls softball
- Board Approved uniform rotation replacement cycle and funding for non-revenue sports
- Agreement with Recreation Department to use city owned softball field.
- Equity reached in prime time dates in 2006 for girls basketball
- Student interest survey conducted properly
- The addition of students to Gender Equity Committee – 2005-2006

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Technically there were no new deficiencies observed but there are still several areas of concern. The following actions are recommended to be taken by school officials.

1. Submit to the KHSAA, no later than **March 1, 2008** an inclusive policy for all types of awards (including banners) and recognition given by the school, and provide copies to all Head Coaches.
2. Submit to the KHSAA, no later than **March 1, 2008** a written policy for travel and per diem, and provide copies to all Head Coaches.
3. **By December 1, 2007** post the written weight room schedule in the weight room and provide copies to all Head Coaches.
4. Submit to the KHSAA, no later than **March 1, 2008** the minutes of your Gender Equity Meetings demonstrating that a quorum of members were present
5. Submit to the KHSAA, no later than **March 1, 2008** a plan to address the inequities found between the girls' softball field and baseball field.

The following items should be submitted:

- The results of the study of the feasibility of adding a softball field to the Sam Harp Athletic Complex.
- A time line with anticipated completion dates for upgrades needed at the present field to make it comparable to the baseball field.

7. KHSAA Recommended Action in relation to new deficiencies

None

8. KHSAA Recommended Action in relation to reoccurring deficiencies

None

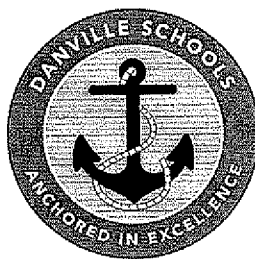
9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Christel Belcher

District Level Title IX Coordinator: David Davis

Name	Title	Telephone
Bridgette Millry	Parent	859-326-0734
Cristel Belcher	School Title IX Coordinator	859-936-8547
David Davis	District Title IX Coordinator	859-936-8503
Win Smith	School Principal	859-936-8402
Becky Fugua	Parent	859-236-6085
Lencia Mountig	Parent	859-236-4212
Jerry Perry	Teacher/Coach	859-936-0270
Tim Montgomery	Board Member	859-238-3061
Sam Harp	Athletic Director	859-238-1327
Marc Williams	Teacher/Coach	859-238-1308
Reba Woodall	Title IX Auditor	
Jenny McCarty	Title IX Auditor	502-223-6965

10. Comments



Danville High School Policy for Hanging Banners and Signs for Academic/Athletics

Guidelines for honoring school teams/organizations

I. School teams/organizations will be considered for recognition in the Danville High School for academic and/or athletic achievement banner, according to the following guidelines:

- A. Danville High school academic/athletic teams which have participated in state competitions and were named state champions or runners-up.
- B. Danville High school academic/athletic teams which were named national winners in their respective academic/athletic activity.
- C. Danville High school academic/athletic teams that were named district and/or regional winners will be placed on a list banner.

II. Once a nomination has been received by DHS officials, the student group that has achieved the above status either nationally or state, will be considered for recognition of a banner in Danville high school after school officials have done the following:

- A. Review the necessary records/credentials and make a formal recommendation that recognition of a banner should be given
- B. File a report as to why a group/team should not be recognized with a banner due to eligibility requirements not being met.
- C. All banners are contingent on funding available to purchase the banner through local funding.

It should be noted that no individual would be recognized through the banner recognition program. Other opportunities for individual recognition are provided through the DHS Wall of Fame for academics/athletics.

February 29, 2008



school as to why a person/group/team should not gain membership in the DHS Hall of Fame because eligibility requirements were not met.

August 17, 2005



DANVILLE HIGH SCHOOL HALL OF FAME

GUIDELINES FOR HONORING STUDENTS/COACHES/SPONSORS

Danville High School officials shall establish a Hall of Fame Committee to consider the merits of current or former DHS students/coaches/sponsors, as individuals/groups/teams, make decisions about eligibility to be in the Hall of Fame, and make recommendations/reports to the school as to their final decisions. The DHS Hall of Fame Committee should be a standing committee, and shall be comprised of the Principal, Athletic Director, Head Coach, or Sponsor in the activity for which membership in the Hall of Fame is being sought, several DHS alumni, and representatives of the community at large. Membership in the Hall of Fame Committee shall be reviewed and/or adjusted annually by the end of the second month of the school year.

Individual students/coaches/sponsors and teams/groups will be considered for membership in the Danville High School Hall of Fame according to the guidelines below. No Danville High School student/coach/sponsor shall be honored in this way without the permission of school and district officials.

- Students or coaches/sponsors who have participated in an individual or team activity and who were state champions or runners-up.
- Small groups of students who have participated within a team activity and were state champions or runners-up in that group.
- Groups/Teams that were state champions or runners-up in their respective activities.
- Students who have participated in an individual or team activity and have been named as an All-American, based upon their accomplishments, by a credible and established agency.

After receiving the nomination of individual students/coaches/sponsors, groups of students who are or have been members of a team, or entire teams to be considered for membership in the DHS Hall of Fame, the Committee will review the necessary records/credentials and 1) make the formal recommendation to the school that membership in the DHS Hall of Fame should be bestowed or 2) file a report with the

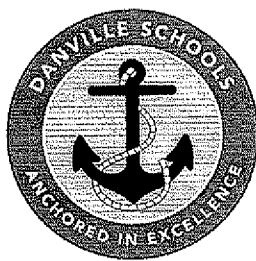


February 29, 2008

DANVILLE BOARD OF EDUCATION

Robert E. Rowland, Superintendent

152 East Martin Luther King Boulevard – Danville, Kentucky 40422 – Tel (859) 238-1300 – Fax (859) 238-1330 – Web www.danville.k12.ky.us



DANVILLE HIGH SCHOOL

ATHLETICS - TRAVEL & PER DIEM

Travel is paid based on the charge form our board of education. We pay \$1 per mile and \$13 per hour for a bus driver. Special travel arrangements such as charter buses are only provided for trips that are in excess of three hours driving distance or state tournament play. A portion of these expenses is reimbursed by the host schools or KHSAA.

The athletic department does not furnish meals for athletic teams except in special instances such as regional tournament and state tournament bracket play regardless of the sport. These expenses are usually reimbursed to Danville High School by the host schools as tournament expenses.

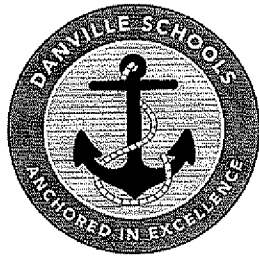


Danville High School
Gender Equity Committee - Title IX Meeting – Unapproved Summary/Minutes
Danville High School Library – January 16, 2008 Meeting

The Danville High School Gender Equity Committee met in the DHS Library on Wednesday, January 16, 2008. Committee members in attendance were: Chairperson Christel Belcher; Athletic Director Sam Harp; Parent Bridgette Milby; Parent Becky Fuqua; and District/School Title IX Coordinator David R. Davis. The Committee membership list is attached.

- ✓ Chairperson Christel Belcher called the **January 16, 2008** meeting of the Danville High School Gender Equity Committee to order at 5:03 p.m. The meeting summaries for the August 22, 2007 and October 29, 2007 meetings were shared with the members.
- ✓ The group finalized the membership of the Gender Equity Committee for 2007-08. **Five (5) of the nine committee members were present and constituted a quorum for the meeting.** The DHS Principal and Assistant Principal are ex-officio members of the GE/Title IX Committee.
- ✓ The Commissioner's Notes and the latest Press Release(s) from KHSAA were distributed.
- ✓ The final Title IX/KHSAA Re-Visit Report was reviewed and discussed.
- ✓ There was discussion about and assignments given to address recommendations of the Title IX/KHSAA Re-Visit Team from 10/2007.
- ~~✓ The updated Corrective Action Plan was reviewed and discussed.~~
- ✓ The Title IX/KHSAA Annual Report for 2008 was discussed. Forms will be downloaded and forwarded to the Athletic Director and a preliminary report will be given at the March 26, 2008 meeting of the committee.
- ✓ **The next meeting of the Gender Equity Committee is scheduled for 12:00 noon on 3/26/2008 in an effort to have greater membership attendance and participation.** Future meetings are scheduled for 5/21/08 and 8/20/08 with times and locations to be announced.
- ✓ The **January 16, 2008** meeting of the DHS Gender Equity Committee was adjourned at 5:40 p.m.

Respectfully submitted by David R. Davis, District Title IX Coordinator



athletic teams or cheerleader squads; and high school parents. The high school principal and the assistant principal shall be ex-officio members of the committee.

January 2008

DANVILLE BOARD OF EDUCATION

Robert E. Rowland, Superintendent

152 East Martin Luther King Boulevard - Danville, Kentucky 40422 - Tel (859) 238-1300 - Fax (859) 238-1330 - Web www.danville.k12.ky.us



DANVILLE HIGH SCHOOL

GENDER EQUITY COMMITTEE 2007-2008 SCHOOL YEAR

NAME

ROLE

Christel Belcher, Chair	District Special Education Facilitator
Sam Harp	Athletic Director, Danville High School
Judie Mason	Girls Basketball Coach
Jerry Perry	Asst. Football/Head Girls Softball Coach
Bridgette Milby	Parent, DHS
Lencia Mountjoy	Parent, DHS
Becky Fuqua	Parent, BMS
Xerees Simpson	Student, DHS
David R. Davis	District Title IX Coordinator
Win Smith, Ex-Officio Member	Principal, Danville High School
Ed McKinney, Ex-Officio Member	Assistant Principal, DHS

Purpose of the Gender Equity Committee

The purpose of the Gender Equity Committee is to review athletic and recreational programs on an annual basis and make recommendations to the superintendent and the Danville Board of Education that ensure equity in these programs in compliance with Title IX.

Membership of the Gender Equity Committee

The membership of the Gender Equity Committee shall include at least the following: the District Title IX Coordinator; the high school athletic director; coaches from high school

Content-class: urn:content-classes:message
Subject: Title IX Revist
Date: Fri, 29 Feb 2008 16:55:26 -0500
Thread-Topic: Title IX Revist
Thread-Index: Ach7HcjsLyKzr1AtT6qTy5vImQUL5w==
From: "Davis, David" <David.Davis@Danville.kyschools.us>
To: <loucher@khsaa.org>
Cc: "Harp, Sam" <Sam.Harp@Danville.kyschools.us>,
 "Belcher, Christel" <Christel.Belcher@Danville.kyschools.us>,
 "Stallard, Chuck" <Chuck.Stallard@Danville.kyschools.us>,
 "Rowland, Bob" <Bob.Rowland@Danville.kyschools.us>,
 "Belcher, Christel" <Christel.Belcher@Danville.kyschools.us>,
 "Smith, Win" <Win.Smith@Danville.kyschools.us>

*Danville
Title IX
attached*

Mr. Boucher -

Below I have attached the guidelines requested by KHSAA as a result of the Title IX/KHSAA Re-Visit Team on October 29, 2007. Also attached is a current GE Committee membership list and the unapproved minutes from the January 16, 2008 committee meeting.

The Danville Board of Education heard a report on December 17, 2007 regarding the Title IX/KHSAA Re-Visit Final Report. The Board/district was in negotiation at that time to lease one of the city softball fields to be used exclusively for girls softball. That lease became final at the January 2008 meeting of the Danville Board of Education. A plan is currently being developed to make improvements in that facility. Some minor changes will be made this spring, but the target dates are for more improvements next year. The district is also developing a new facilities plan to be approved sometime this year. This plan will include the previous recommendations of the site survey for the Sam Harp Athletic Complex and will include new fields for soccer and softball. As you know, a plan and the actual facilities improvements are literally tens of millions of dollars apart, but it is something to work from.

Finally, the weight room schedules are being posted regularly at that facility.

If you do not receive all the attachments, please let me know and I will send hard copies via U.S. Postal Service.
Thanks - DRDavis

<<GenEquityCmte08.doc>> <<TitleXComMtg11608Summary.doc>> <<TravelPerDiemDHS.doc>>
 <<HallofFameDHS.doc>> <<BannerPolicyDHS.doc>>

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Kentucky High School Athletic Association

KHSAA Title IX Audit Visit Sign In Sheet

School: Wannille High School

Date of Visit: 10-29-87

High School Title IX Coordinator: Belcher Christel
Name Address Phone

District Level Title IX Coordinator: David Davis
Name Address Phone

Personnel in Attendance at Audit Meeting

PLEASE PRINT

Name	Title	Phone Number
<u>Bridgette Milby</u>	<u>Parent</u>	<u>859-326-0784</u>
<u>Christel Belcher</u>	<u>School Title IX</u>	<u>859-936-8547</u>
<u>Reba WOODALL</u>	<u>KHSAA</u>	
<u>David R Davis</u>	<u>Title IX Coord (District)</u>	<u>859-936-8503</u>
<u>Wm Smith</u>	<u>Principal</u>	<u>(859) 936-8402</u>
<u>Becky Fuqua</u>	<u>parent</u>	<u>(859) 236-6085</u>
<u>Lucia Montgomery</u>	<u>parent</u>	<u>236-4212</u>
<u>Jerry J. Perry</u>	<u>TEACHER/COACH</u>	<u>936-0270</u>
<u>Tim Montgomery</u>	<u>Board Member</u>	<u>859 238 3061</u>
<u>Jan Hays</u>	<u>AD</u>	<u>859-238-1327</u>
<u>MARC WILLIAMS</u>	<u>TEACHER/COACH</u>	<u>859-238-1308</u>