



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

(For schools re-visited during the 2013-2014 school year)

School: Dawson Springs
Prepared By: Gary W. Lawson
Date of Re-Visit: November 15, 2013
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

Title IX Improvement Plan Summary Charts (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
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 data submitted by the school in the annual Title IX reports, the standard established in Test 1 for provision of athletic opportunities was met during school years 2010-11 and 2011-12, but that standard was not met during 2012-13.

- 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: The data and rosters submitted to KHSAA show that the school has not met the standard established in Test 2 for provision of athletic opportunities during any of the past three school years. The 2012-13 annual report showed that one sport for females with one current participant has been added during the past five years.

- 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: The T-3 forms submitted in the annual Title IX reports to KHSAA indicate that the standard established in Test 3 for provision of athletic opportunities is currently being met. The school has documented specific steps taken to address the indicated interests in fishing, archery, and swimming and diving.

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 provided on the T-63 form in the 2011-12 annual Title IX report, the school received a 100% return rate on the most recent student athletic interest survey.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>The April 17, 2003 Title IX school visit report judged this area <i>Satisfactory</i> stating that the school appeared to be meeting the standard established in both Test 1 and Test 2 for provision of athletic opportunities. The school visit report of November 9, 2005 continued the <i>Satisfactory</i> rating as a result of the school meeting the standard of Test 1. Data from annual reports submitted for the past three years show that the standard established in Test 1 was met in 2010-11 and 2011-12. In 2012-13, information indicated that Test 3 was being met. Historically, this school has met Test 1, and it is likely that they could meet the test in the future when male enrollment at the school stabilizes. The school's Title IX file was reviewed. It was found to contain the two previous Title IX school visit reports, annual Title IX reports for the past five years, a board-approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, game schedules for all school sponsored teams, an athletic handbook for coaches, a handbook for student athletes and their parents, written facility usage schedules for all shared venues, written guidelines regarding awards and recognition of athletic accomplishments, a written designation of athletic storage space assigned each team, minutes for Gender Equity Review Committee meetings for the past three years, a uniform review, rotation, and replacement plan, guidelines relating to equitable provision of travel and per diem, and a copy of the Athletic Facility Emergency Medical Plan (KRS 160.445). School officials were commended for the quality of the file and encouraged to work toward development of comprehensive documentation.</p>
Equipment and Supplies	X		<p>Both the previous Title IX school visits rated this benefit category <i>Satisfactory</i>. These reports documented that the school had an equitable uniform review, rotation, and/or replacement plan in place. The current plan</p>

Equipment and Supplies continued			has a four-year cycle of review except in the case of the girls and boys golf teams which are provided shirts that are replaced each year. All the uniforms seen during the visit appear to be equitable <u>except for softball</u> . When compared to the baseball uniforms, the softball uniforms are inferior both in quality and quantity supplied. School officials stated they are in the process of purchasing new softball uniforms that would bring equivalence to this area. (See <i>KHSAA Recommended Action</i> .) Data submitted in the 2011-12 and 2012-13 annual Title IX reports show the school was spending approximately \$118 per female athlete and approximately \$134 per male athlete for equipment and supplies.
Scheduling of Games and Practice Time	X		The 2003 Title IX school visit report deemed this benefit category <i>Deficient</i> stating it did not appear that the school was providing girls teams with the most opportune playing times for competitive events compared to the boys teams. It also noted that there was a disparity in the total number of competitive events scheduled for girls teams compared to boys. The 2005 school visit report rated this category <i>Satisfactory</i> but did suggest there were still some differences in regard to providing optimal playing times. Information gathered during the most recent visit revealed that the number of competitive events scheduled for teams of "like" sports was comparable. Student interviews along with practice schedules indicated that all shared practice facilities were assigned equitably. The scheduling of athletic events during the most optimal playing times was discussed with school officials who were commended for the provision of parity in regard to this benefit.
Travel and Per Diem Allowances	X		Both of the earlier school visits resulted in a <i>Satisfactory</i> rating. The 2005 report documented that some written guidelines were in place for the equitable provision of athletic travel. Currently, the school's Title IX file contains a set of guidelines which address the mode of transportation provided and establishes parameters for the provision of

Travel and Per Diem Allowances continued		meals and lodging for student athletes. According to data submitted in the 2011-12 and 2012-13 annual reports, the school was spending approximately \$56 per male athlete compared to approximately \$39 per female athlete for travel and per diem.
Coaching	X	Both the 2003 and 2005 Title IX school visit reports rated this benefit category <i>Satisfactory</i> . The school's athletic director in conjunction with the principal is responsible for evaluating all head coaches. At this time, no written instrument is used as a part of this evaluation. According to the T-35 form in the annual Title IX report for 2012-13, the total amounts spent for coaching salaries for teams of "like" sports appears to be comparable. A review of the district's extra service pay schedule for coaches showed parity. The player per coach ratio appears equitable for both genders. Information gained during the most recent visit showed that 100% of head coaches of girls teams and 66% of head coaches of boys are employed on campus.
Locker Rooms, Practice and Competitive Facilities	X	The two previous Title IX school visit reports rated this benefit category <i>Satisfactory</i> , but both reports revealed some specific disparities between the facility provided for softball and other outdoor athletic venues. The 2005 report requested improvements such as enclosing the press box at the softball field. Currently, both the baseball and softball fields are located off the school campus. The baseball field is at Riverside park and the softball field is at Dawson Springs City Park. A very large and impressive press box has been constructed at the softball field. This structure also houses a concession stand and restrooms. This addition brings the softball facility more in line with the amenities provided at the baseball field. It should also be noted that a change has taken place which has the boys and girls soccer teams playing and practicing on the baseball field. All the other outdoor and indoor venues appear to offer equitable amenities for both genders. The school has a large athletic storage building located behind the gym. All

Locker Rooms, Practice and Competitive Facilities continued			teams have a storage area in this building. There is one coaching office in the gym that is available for use by all coaches. There are four locker rooms in the gym that are used by all athletic teams. Unfortunately, documentation in the Title IX file showed only boys and girls basketball having an assigned locker space. It was requested that the school officials assign these spaces equitably to all teams sponsored by the school. (See <i>KHSAA Recommended Action.</i>)
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Medical and Training Facilities and Services	X		Both the earlier school visit reports deemed this benefit category <i>Satisfactory</i> stating that all student athletes had the option of using the Trover Clinic for weight training. As was true in 2003 and 2005, all current student athletes at the school who receive an athletic physical examination is provided a free membership at Baptist Health Fitness Center (previously Trover Clinic). Some individual teams have a limited number of free weights at the school. The recent interviews indicated that most student athletes who did fitness training used the Baptist Health facilities and were well pleased. An athletic trainer is provided to the school by Baptist Health, Inc. The trainer comes on campus one day each week, but is on-call if needed at any time. Free physical examinations are provided for student athletes by Baptist Health, Inc. on a designated day in May each year.
Publicity	X		The 2003 and 2005 school visit reports designated this benefit category <i>Satisfactory</i> . Information gained during the most recent visit revealed the school had equitable written guidelines for the provision of letters, awards, athletic banquets, and the posting of banners in the gym for athletic recognition. The school has one cheerleading squad that cheers at all home boys and girls basketball games and at an equal number of away games for each team as monitored by the athletic director. The full school band performs at all home boys and girls basketball games. The data submitted in the 2011-12 and 2012-13 annual Title IX reports showed that the school was spending approximately \$3 per female athlete and \$4 per male athlete for awards.
Support Services	X		The total amount of support provided for student athletes appeared to be equitable at the time of both previous Title IX school visit reports. According to the T-35 forms submitted in the 2012-13 annual Title IX reports, all school teams except boys and girls track received booster club support. The most recent visit indicated that all expenditures for athletic

Support Services continued			benefits go through school accounts, and the purchase order process is strictly followed. An evaluation of spending for the past two years showed that total expenditures in 2011-12 favored male athletes on both a percentage and per athlete basis. In 2012-13, these expenditures favored the female athletes when using the same parameters. In summary, over the past two-year period, the expenditures seem to be very equitable for a non-football playing school.
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

5. Brief Summary/Analysis of the Title IX Improvement Plan (Form T-60)

The school's most recent T-60 forms call for the following:

- encouraging participation in the girls soccer and girls basketball programs;
- upgrading the softball field.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major deficiencies were designated as a result of the November 15, 2013 Title IX school visit. There were some designated "areas of concern" in the benefit categories of *Equipment and Supplies* and *Locker Rooms, Practice, and Competitive Facilities* that should be addressed in an attempt to insure that future deficiencies do not develop. (See *KHSAA Recommended Action*.)

7. KHSAA Recommended Action in relation to new deficiencies

Although no deficiencies were designated in this report, it is requested that the following "areas of concern" be addressed in an attempt to insure that equitable benefits are provided.

(Equipment and Supplies) On or before **March 3, 2014** the school is to submit to KHSAA pictures of varsity softball uniforms that will be provided for the team during the 2013-2014 season. These pictures are to include the uniforms currently at the school as well as the new uniforms that are being purchased.

(Locker Rooms, Practice and Competitive Facilities) On or before **March 3, 2014** the school is to submit to KHSAA a written designation of the locker room space assigned for each team at the school. This document is to show equitable usage of all four dressing rooms by all existing teams. This document is to be signed by the athletic director, all head coaches at the school, and each member of the Gender Equity Review Committee.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

There were no deficiencies assigned by the November 9, 2005 Title IX school visit report.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Lesley Mills, 317 Eli St., Dawson Springs, KY 42400
(270) 797-2957

District Level Title IX Coordinator: Lesley Mills, 317 Eli St., Dawson Springs, KY 42400
(270) 797-2957

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 544-3393
Katie Crider	Student athlete	(270) 797-2957
Brad Puckett	Student athlete	(270) 797-2957
Erik Peyton	Girls Basketball Coach	(270) 797-2957
Kent Workman	Girls Softball Coach	(270) 797-3811
Kim Stockman	Principal	(270) 797-2957
Lesley Mills	Athletic Director	(270) 797-2957
Rhonda Simpson	Boys Cross Country Coach	(270) 797-2957
Katie Griffin	Parent	(270) 339-2841
Emily Abbott	Parent	(270) 797-4609
Elizabeth Robinson	Girls Soccer Coach	(270) 797-2991

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 3:20 CST.