



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

**(For schools re-visited during the 2010-2011 school year)**

School: Deming High School  
 Prepared By: Martha Mullins  
 Date of Re-Visit: February 3, 2011  
 Telephone Number of Reviewer: **(859) 299-5472**  
 Reviewed By: **Darren Bilberry, Asst. Commissioner**

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
X	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: Over the past five academic years, due to the size of the student body and vacillating interests, females and males have rotated as the underrepresented sex in the athletics program.

- 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: Over the past five academic years boys' and girls' teams have been added intermittently, depending on the interest expressed by the student body.

- 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:

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		The school has met the requirements for compliance with Title IX standards for Test 2 and Test 3 for the 2010-2011 academic year.
Equipment and Supplies	X		No discrepancy was found in the provision of uniforms or equipment. A general rotation plan for purchase of new uniforms was reported.
Scheduling of Games and Practice Time	X		<p>The school has met the KHSAA requirement for scheduling of girls' basketball home games for the 2010-2011 season. It is thought by school administration that games scheduled on Thursday nights would benefit attendance significantly.</p> <p>No differences were discovered in the quality of scheduling competition or practice time.</p>
Travel and Per Diem Allowances	X		No discrepancies were found in the provision of transportation. However, school personnel were advised to document in more detail the manner in which per diem was managed; and, for any overnight trips, how lodging as well as per diem expenses were paid.
Coaching		X	<p>The ratio of coaches to athletes was one-to-fifteen for girls; one-to-eight for boys.</p> <p>Coaching stipends were equivalent for like-sports; however, the amount for the head volleyball coach was lower than that for assistant basketball coaches.</p>

Locker Rooms, Practice and Competitive Facilities	X		<p>No discrepancies were found in the provision of facilities.</p> <p>The baseball and softball teams use the same field, furnished by the community recreation department. The pitching mound is altered to accommodate each sport as the schedule indicates.</p>
Medical and Training Facilities and Services	X		<p>A local professional provides a physical examination to any student-athlete for five dollars, which then is donated back to the school for the respective athlete's sport program.</p> <p>Athletic training services are provided by the coaches. Emergencies are handled in the same manner as those for the student body as a whole.</p>
Publicity	X		<p>Promotion of attendance at competitions other than basketball needs addressing.</p> <p>Events held to recognize individual and team athletic achievements should be reviewed with a focus on ensuring that existing practices are gender-neutral.</p> <p>Cheerleader selection and assignments should be incorporated into the existing policy manual.</p>
Support Services	X		<p>No discrepancies were found in the provision of office space for coaches. All coaches are employed on campus, making coaches outside of practice and competition readily accessible to student-athletes.</p> <p>No discrepancies were found in clerical assistance, facility maintenance, or storage space for male and female teams.</p> <p>Attendance at a Title IX workshop is recommended for the athletics director and bookkeeper to improve reporting methods of annual expenditures.</p>
Athletic	N/A		

Scholarships			
Tutoring	N/A		
Housing and Dining Facilities and Services	X		Policy regarding provision of on-campus meal service or snacks prior to or after competitions needs to be developed.
Recruitment of Student Athletes	N/A		

5. Brief Summary/Analysis of the Corrective Action Plan (Form T-74)

Focus has been on encouraging girls to participate in sports. Due to the small size of the student body, interest has rotated between softball and golf for girls. For boys, baseball and golf teams have been provided sporadically. Provision of a team for both has been dependent on the number of viable players to form a team. Some interest has been expressed in archery by both boys and girls.

A fitness center on campus has been erected and is used by the community as well as the student body.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs  
There is a lack of a comprehensive policy on an awards system to recognize athletic achievement. It should be addressed to ensure continuity among sports and gender-neutral practices.  
The school's permanent Title IX file does not include written policies related to every benefit afforded student-athletes.

7. KHSAA Recommended Action in relation to new deficiencies

*OK* A) SUPPORT SERVICES—As an attachment to the annual Title IX report, **due April 15, 2011**, school personnel will submit a review of the salary for the head volleyball coach with findings of the review and justification for decisions made as a result.

*OK* B) SUPPORT SERVICES—As an attachment to the annual Title IX report, **due April 15, 2011**, school personnel will submit a copy of the sections of the permanent Title IX file which deals with the following benefits:

- omitted*
- 1) athletic training services
  - 2) fitness center usage; provision of alternate equipment for physical training, if applicable.
  - 3) awards and recognitions of athletic achievement
    - a) school letters, certificates, plaques, etc.
    - b) banners, enlarged team photographs displayed in common areas, etc.
    - c) events held for public recognition of individual or team accomplishments
  - 4) cheerleader selection and assignments
  - 5) meal service on campus for home teams competing
  - 6) promotion of attendance at home competitions
    - a) schedule cards/posters
    - b) marquee and public address announcements
    - c) media notice
    - d) special promotional events
  - 7) provision of equipment for practice and competition
  - 8) travel
    - a) per diem, regular season play
    - b) lodging and per diem, overnight trips
    - c) invitational tournaments
    - d) qualifying tournaments
  - 9) camps, clinics, or other means of skill development for athletes.
  - 10) professional development for coaches

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Rodney Massey

District Level Title IX Coordinator: Rodney Massey

Name	Title	Telephone
Thomas Mitchell	Girls' Basketball Coach; Boys' and Girls' Tennis Coach	606-724-5421
Jamey Johnson	Boys' Basketball Coach	606-724-5421
Jeremy McCloud	Principal	606-724-5421
Rodney Massey	Athletics Director	606-724-5421
Ann Grause	Volleyball Coach	606-724-5421
Chris Cooper	Student Representative	606-842-0417
Cindy King	Parent	606-724-5718
Lisa Earlywine	School Board Member	606-724-5533
Gary Lawson	KHSAA Auditor	502-545-3393
Martha Mullins	KHSAA Auditor	859-299-5472

9. Comments

School personnel were prepared for the visit and were cooperative in following the agenda. All but one member of the Gender Equity Review Committee were in attendance at the Committee meeting. The superintendent was available for interviewing.

The permanent Title IX file was incomplete but well-organized. The policies and procedures included appeared administratively sound.

The size of the school has allowed smooth interaction between academic and athletic programs. Community involvement seems strong, and good relations there are reflected in the use of the on-campus fitness center by the community and the use of community recreation fields by the school's athletic programs. Although there was no organized booster club reported, parents and community participants seem to support efforts to boost revenues for the athletics program.

The public meeting was advertised but did not materialize.

**To: "Darren Bilberry, KHSAA" <dbilberry@khsaa.org>**  
**Subject: Copy: Title IX Re-Visit Audit Report for Deming High School**  
**From: "Darren Bilberry, KHSAA" <dbilberry@khsaa.org>**  
**Date: Tue, 15 Mar 2011 15:51:45 -0400 (EDT)**

**Attachment: Deming H.S..doc**

Please find attached a copy of the KHSAA Title IX Re-Visit Final Audit Report for Deming High School that was conducted on February 3, 2011 by auditors Dr. Martha Mullins and Gary Lawson. If you have questions or need additional information, please contact our office at your convenience. Thank you.

Darren Bilberry  
Assistant Commissioner  
Kentucky High School Athletic Association  
Telephone- 859-299-5472  
Fax: 859-293-5999  
E-Mail: [dbilberry@khsaa.org](mailto:dbilberry@khsaa.org)



Deming High School's Response to KHSAA Recommended Action in relation to new Deficiencies.

- A. **SUPPORT SERVICES-** The Robertson County Board of Education has taken the volleyball coach's salary into consideration and will be taking action by either increasing salary, or hiring an assistant.
- B. **SUPPORT SERVICES-**
1. **Athletic training services-** There were no professional trainers for any sport or athletic event provided by Deming High School. Athletic training services were provided by Deming coaches. Each coach has had the same amount of training through KHSAA mandated symposiums and by mandatory CPR, AED, and First Aid training provided by Deming School.
  2. Fitness center usage will be scheduled weekly and will be posted on entrance to the fitness center.
  3. The Robertson County Board of Education and Gender Equity Committee has adopted a policy for recognition of student athletes, team accomplishments, and individual milestones for each sport. They feel the policy is adequate and it was included as part of the submitted paperwork for the Title IX Revisit. The policy is attached. (page 3)
  4. Cheerleader selection and assignments was addressed in form T-73. We explained that due to the small student population that all cheerleaders who can complete the try-out process are selected for the team. They cheer at all home games for boys and girls basketball teams. It is the coach's discretion to cheer at non-district or regional tournament away games. If the coach chooses to, it has to be equal for boys and girls games. Form T-73 is attached. (page 4)
  5. There is no meal service provided by the Deming Athletic Department for home games.
  6. During home games future games of both genders are announced.
    - a. Schedule cards- The schedule cards are included in the Title IX Revisit Folder.
    - b. The school does not post Athletic events except tournaments on its sign out front. There is not a local radio station for public address announcements. All athletic announcements, reminders, and recognitions are included with the afternoon school announcements.
    - c. Media notice- There is a preseason media-day with The Robertson County News and The Ledger Independent for all sports covered by that newspaper for both genders. Athletic contest results, not covered by the newspaper, are the responsibility of that coach to call into the newspaper.
    - d. Deming Student Night- Deming Students get in half price for one girls basketball game and one boys basketball game.
  7. Equipment for practices and games are provided by the athletic department. The equipment provided is equal to both genders.
  8. Travel
    - a. Regular season travel, or scheduling, is determined by the athletic director under the advice and counsel of the head coaches. Both genders are provided adequate funding to travel for appropriate competition.

- b. Lodging is provided for athletic teams based on competition need. If the coach of a varsity sport can find adequate competition in tournaments within driving distance, then no overnight trip is needed. In addition the athletic department will not refuse permission for a team to attend tournaments where free lodging is provided by the tournament sponsor regardless of gender.
  - c. Each athletic team has the privilege of participating in invitational tournaments.
  - d. Deming School does not play in any qualifying tournaments and are not aware of any tournaments of that type in our area.
9. Deming Athletic Department will provide transportation to entire team camps, clinics, or other skill development sessions on the condition that the entire team is competing or attending with their coach. Entrance fees, etc. will be paid for by the individual student-athletes.
10. The only professional development for coaches is what is provided by the KHSAA at this time.

  
Rodney Massey - Athletic Director

4-27-11  
Date

### **Deming High School Athletic Award and Recognition Policy**

1. Each Varsity Athlete shall receive one plaque per varsity sport that athlete participated in.
2. Plaques shall be of the same size and value for each varsity sport.
3. There shall be no differentiation in the plaques for any sport or gender.
4. Recognition
  - a. Baseball
    - i. All teams achieving KHSAA District, Regional, State, or Class A Regional or State Title will receive banner and plaque in their honor.
  - b. Basketball
    - i. All athletes achieving 1,000 varsity points shall receive game ball and plaque. Athletes will also receive game ball and plaque for points reaching 1,500 and 2,000 respectively.
    - ii. All athletes achieving 1,000 rebounds shall receive plaque.
    - iii. All athletes achieving 500 assists or steals shall receive plaque.
    - iv. All teams achieving KHSAA District, Regional, State, or Class A Regional or State Titles will receive banner and plaque in their honor.
  - c. Golf
    - i. Any athlete or team qualifying for KHSAA State Tournament or Class A State Championship will receive plaque and banner in their honor.
  - d. Softball
    - i. All teams achieving KHSAA District, Regional, State, or Class A Regional or State Title will receive banner and plaque in their honor.
  - e. Swimming
    - i. Any athlete or team qualifying for KHSAA State Meet will receive plaque and banner in their honor.
  - f. Tennis
    - i. Any athlete or team qualifying for KHSAA State Tournament will receive plaque and banner in their honor.
  - g. Volleyball
    - i. All teams achieving KHSAA District, Regional, State, or Class A Regional or State Title will receive banner and plaque in their honor.



**KHSAA TITLE IX RE-VISIT  
(Form T-73)  
2010-2011 SCHOOL YEAR**

*KHSAA Form T73  
Rev. 07/10*

School Deming High School

**PUBLICITY -SUPPORT GROUPS**

**DIRECTIONS** – Please respond to the following questions or statements regarding your cheerleading squad(s) and other support groups. Add pages if more space is needed to answer any of the questions/statements. Please type or write legibly in ink.

1. How many cheerleading squad(s) will your school have for the 2010-2011 school year? One
2. What is (are) the name(s) of each squad? For example, the following are typical names: generals, or black and gold, or boys' varsity and girls' varsity, or varsity and junior varsity.

Varsity Basketball Cheerleading Squad

3. Describe, in detail, the selection process for each named squad.

Due to the small student population there is only one squad for both basketball varsity teams. Cheerleaders are selected by completing the try-out process. As long as they attend practice, follow the squad rules, KHSAA rules, and abide by Deming Athletic policy they are allowed to participate.

4. How is each cheerleading squad assigned to home and away athletic contests? Include football as well as boys' and girls' basketball (and any other sport) at the varsity and junior varsity levels. Include any rotation plans or alternating game assignments that your squads follow.

The cheerleading squad is only assigned to boys and girls varsity basketball. They cheer at all home games for both varsity teams. They cheer at an equal amount of boys and girls varsity basketball away games at the discretion of the cheer coach and approval of the athletic director. They also cheer at all varsity district and regional title games.

5. Name any squad(s) that takes part in competitive cheerleading events.

Our squad does not participate in competitive cheering.

6. Do you have any other school support groups such as pep band, dance teams or mascots that perform at athletic contests (Y/N)? If yes, name them and describe how they are assigned.

Yes. The pep band performs at 4 boys and 4 girls home varsity basketball games. In addition they perform at all district and regional title games.



Kentucky High School Athletic Association

### KHSAA Title IX Audit Visit Sign In Sheet

School: Deming

Date of Visit: 2-2-11

High School Title IX Coordinator: Rodney Massey P.O. Box 8 Mt Olive KY 41064 606-724-5421

District Level Title IX Coordinator: Rodney Massey Box 8 Mt Olive KY 41064 606-724-5421

#### Personnel in Attendance at Audit Meeting

PLEASE PRINT

Name	Title	Phone Number
<u>GARY W. LAWSON</u>	<u>K.H.S.A.A.</u>	<u>(502) 545-3393</u>
<u>Thomas Mitchell</u>	<u>Girls Basketball Coach Boys &amp; Girls Tennis</u>	<u>(606) 724-5421</u>
<u>Jamey Johnson</u>	<u>Boys Basketball Coach</u>	<u>(606) 724-5421</u>
<u>Jeremy McCloud</u>	<u>Principal</u>	<u>606-724-5421</u>
<u>Rodney Massey</u>	<u>A.D.</u>	<u>606-724-5421</u>
<u>Ann Drause</u>	<u>Volleyball Coach</u>	<u>606 724-5421</u>
<u>Walter Miller</u>	<u>KHSAA Audit</u>	<u>(859) 299-5472</u>
<u>Chris Cooper</u>	<u>Student Representative T-9</u>	<u>(606) 842-0417</u>
<u>Cheryl King</u>	<u>Parent Representative</u>	<u>606-724-5718</u>
<u>Lisa Earlywine</u>	<u>School Board Member</u>	<u>606-724-5533</u>