



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

(For schools re-visited during the 2014-2015 school year)

School: Doss High School
Prepared By: Kathy Johnston
Date of Re-Visit: November 18, 2014
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
- 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
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 and reports submitted for the years 2012-2014, it appears that Doss High School does not meet the standard of Test 1 for the provision of athletic opportunities.

- 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 and reports submitted for the years 2012-2014, it appears that Doss High School does not meet the standard of Test 2 for the provision of athletic opportunities.

- 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 and reports submitted for the years 2012-2014, it appears that Doss High School does not meet the standard of Test 3 for the provision of athletic opportunities.

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

Comments: According to submitted reports, the most recent Student Interest Survey was administered during the 2013-2014 school year. Students in grades 9-11 were surveyed with a return rate of 66%.

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 most recent Student Interest Survey was conducted during the 2013-2014 school year. Interviews with school administration indicated that students in grades 9-12 were surveyed and reported data indicated a 66% student return rate for the survey. Kentucky High School Athletic Association Title IX standards for survey reliability require that students in grades 9-11 (include grade 8 if have direct feeder school) be surveyed and that a minimum 80% must be met on the return rate of surveys administered. It appears that Doss High School will be meeting the standard of Test 3 for the provision of athletic opportunities as it was indicated on the most recent T-3 form of the 2014 Annual Report the pursuance of interest relative to girls soccer, archery, and cross country. Interviews with administration also indicated the current addition of bowling for boys and girls beginning this school year. Discussion with administration also included the importance relative to the accurate submission of team rosters for all sport levels provided and clarification relative to the double and triple counting of athletes. According to submitted data, and with the addition of bowling for boys and girls, there are currently eight (8) varsity sports for females and ten (10) for males.</p> <p>(see recommendation 7.a.)</p>
Equipment and Supplies	X		<p>Uniforms viewed appeared to be of mid- to high quality and equitable with regard to the quantity provided and showed parity for the like sports. There was written evidence of a four (4) year rotation plan for uniform review and/or replacement. Coaches interviewed were well aware of the uniform plan. All other viewed equipment appeared to be of mid- to high quality and available for equitable access.</p>

Scheduling of Games and Practice Time	X		<p>There was viewed evidence of all sport schedules that showed comparability and equity with regard to the number of competitive events provided. There was written evidence of equitable scheduling for the shared facilities of the large (main) gym, lower gym, and small gym. There was also written evidence of team priority usage of sports in season for all listed facilities. Interviews with students and coaches indicated equitable usage and access to the outdoor hitting facility but there was no evidence of a written guideline showing usage or equity of access.</p> <p>(see recommendation 6.a.)</p>
Travel and Per Diem Allowances	X		<p>There was written evidence of a travel and per diem guideline that included mode of transport, meal allowances, and administrative oversight with regard to approval relative to housing (overnight stay).</p>
Coaching	X		<p>There was evidence of a school board approved salary schedule which showed overall equivalence in the base salary provided and comparable in the number of coaching positions provided for the like sports. It appears that any differences in salary are due to step pay increments based on years of experience in that position. According to submitted data, the approximate athlete to coach ratio, with regard to accessibility is 10:1 for males and 11:1 for females. Interviews with administration indicated that over 80% of all head coaches, for male and female sports, are located on-campus. Interviews with administration indicated that verbal-type evaluations of head coaches are done by the Athletic Director at the end of each season and that a written evaluation tool is completed by the school Principal.</p>

Locker Rooms, Practice and Competitive Facilities		X	<p>There was written evidence of locker room assignment for all teams. All viewed locker rooms appeared to be equitable and with similar amenities. There was viewed evidence of storage for all teams but no written evidence of designation in the Title IX file.</p> <p>(see recommendation 6.b.)</p> <p>Competitive and practice facilities located on campus are available for football, soccer, baseball, softball, and track. School gymnasium(s) are available for boys and girls basketball, volleyball, and wrestling. Off campus facilities include the area YMCA for swimming, Ken Bowl for bowling, and Sun Valley Golf Course for golf. The previous audits of 2000 and 2010 identified the softball facility as one that needed improvements and attention so as to remain a viable, competitive facility comparable to baseball. As compared to other competitive facilities, softball has no available access to a concession area, the scoreboard appears to be inoperative, and with no access to the press box area, there is no available public address recognition for games. Closest available restrooms (adjacent to football and baseball field) are about 200 yards from the softball field area. The assigned locker room for softball is inside the school building, approximately 100 yards away, while the baseball locker room is adjacent to the baseball field. Interviews with coaches and administration indicated that approximately ten (10) home games needed to be re-scheduled (2014 season) or changed due to inadequate and unsafe playing conditions. This is due to poor drainage from rain, water overflow that comes from a creek that borders the right field line and run-off from the parking lot area that lies next to the third base line area. Interviews with students indicated a difference in the playing condition as compared to baseball. It was viewed that the outfield playing area presented some leveling issues that could make it difficult and unsafe to negotiate during game or practice play. Students and coaches also indicated that because the complex is not</p>
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			<p>fenced in, it denied them the opportunity to collect revenue (ticket sales) for their program. Softball dugouts are much smaller than those of baseball and due to the fact that the facility cannot be secured (no fence), then vandalism regularly occurs to the dugout and press box areas. There was viewed evidence of vandalism and destruction to the dugout areas during this visit. There also appears to be evidence of two (2) recognizable safety concerns relative to the current softball site. Since the last audit of 2010, an elementary school playground has been built directly in the left field area next to the spectator bleachers. This is a hazard for players practicing or playing games and for children at the playground. The second safety concern is that with the placement of the playground directly next to the left field fence line, it prohibits any access to the field area for any emergency vehicle. The playground blocks the area of the gated fence area for emergency vehicle access. It appears that the continued, accumulation of neglect and safety concerns revolving around the softball facility results in this area being deficient.</p> <p>(see recommendation 7.b.)</p>
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Medical and Training Facilities and Services	X		<p>There was evidence of one (1) weight room which is located on the first floor of the school. The weight room was large, spacious, well organized and provided appropriate equipment for female use. A schedule showing usage and access was in the Title IX file and also posted at the site. Interviews with student athletes and coaches indicated use of the weight room. An athletic trainer is made available through a contract with Jewish Hospital. The trainer is available on a daily basis and for all home events. The training room is well equipped and provides equitable access. Interviews with administration indicated that athletic physicals are the responsibility of each student. There was written evidence of emergency action plans for all facility sites.</p>
Publicity	X		<p>There was written evidence of an awards guideline that provided the specifics for end of season banquets that included the presenting of certificates, team awards, and athletic department awards. It also included the criteria for the display of individual and team banners and picture display recognitions. Interviews with administration indicated that there is one cheerleading squad that performs for all football and home and away girls and boys basketball games.</p>
Support Services	X		<p>Interviews with administration indicate that there is one (1) booster club that supports all of the athletics and activities of Doss High School. There was written evidence of the booster agreement in the Title IX file. It requires that all fundraising requests and booster expenditures have prior approval by school administration. An overall review of the expenditures shows that Doss High School</p>

			has met the parameters, with regard to spending, both on a percentage and per athlete basis for the last two (2) years. It appears that all available office space has been equitably assigned.
Athletic Scholarships			N/A
Tutoring			N/A
Housing and Dining Facilities and Services			N/A
Recruitment of Student Athletes			N/A

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

- Build new softball field
- Increase female participation
- Correct drainage issues at softball field

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Accommodation of Interests and Abilities - An accurate review of an administered Student Interest Survey requires that students in grades 9-11 (also grade 8 if direct feeder school is available) be surveyed with a minimum return rate of 80%.

Locker Room, Practice, and Competitive Facilities - It appears that continued disparity and neglect of recommendations made from the previous audits conducted in 2000 and 2010 with reference to the softball facility results in an overall disadvantage to the females.

The following are not deficiencies, but are recommendations that should be addressed by school administration to ensure consistent, equitable benefits:

- a. Please submit to the KHSAA, no later than February 27, 2015 an equitable schedule of usage and/or access to the outdoor hitting facility.
- b. Please submit to the KHSAA, no later than February 27, 2015 an assignment of available storage space for all teams.

7. KHSAA Recommended Action in relation to new deficiencies

a. Accommodation of Interests and Abilities – Please submit to the KHSAA, with the 2015 Annual Report, the completed Summary Results (form T-60) of a Student Interest Survey. This survey should be conducted prior to March 15, 2015. Pertinent results from the Survey should also be included on the T-3 form of the Annual Report.

b. Locker Room, Practice, and Competitive Facilities – Please submit to the KHSAA, no later than April 30, 2015, a timeline plan, that may include, but not be limited to, the development of a softball facility on an alternate school site, or a plan for specific improvements of the current facility. This plan should address those items as were outlined in the Benefit area of this category.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Danny McCreedy 423-741-5664

District Level Title IX Coordinator:

Name	Title	Telephone
Ken Moeller	Principal	502-485-8239
Danny McCreedy	Athletic Director	423-741-5664
Ashley Fabrzi	Volleyball Head Coach	502-485-8239
Samantha Spears	Softball Head Coach	502-386-0787
Rhona Haines	Student-athlete	502-485-8239
Andre Watkins Jr.	Student-athlete	502-485-8239
Barbara Kok	KHSAA Auditor	859-299-5472
Kathy Johnston	KHSAA Auditor	859-494-2509 Kjohnston@khsaa.org

10. Comments

School administration and staff were well prepared and accommodating during this visit. The permanent Title IX file was well organized.

Interviews with student-athletes and coaches were very positive. School administration appears to be very committed to ensuring the overall equivalence with regard to Opportunities and Benefits provided to the students at Doss High School.

The public forum, scheduled for 3:00 pm was held in the lobby area of the school. With no one in attendance, the audit team left Doss High School at 3:20 pm.