



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

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

School: Elizabethtown High School
 Prepared By: Martha Mullins
 Date of Revisit: November 22, 2010
 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 **Invalid Data**
- 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)

X	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: The school has met the standards for compliance for Test One for the past five years.

- 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:

- 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 school has met the standards for compliance for Test Three for the last five years.

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 standards for compliance for Tests One for the 2010-2011 academic year.
Equipment and Supplies	X		Uniforms are purchased by the school district for all teams. A rotation schedule among teams for purchase of new uniforms was in place. The quality of uniforms displayed was equivalent for all teams. No discrepancy in amount or quality in equipment or supplies was found.
Scheduling of Games and Practice Time	X		The school has met the KHSAA requirement for the scheduling of girls' home basketball games for 2010-2011. It was recommended that the Gender Equity Review Committee review schedules in all sports.
Travel and Per Diem Allowances	X		Board and school policies were in place to ensure equal treatment for boys' and girls' sports for mode of transportation and per diem.
Coaching	X		There appeared to be a balance in experience and tenure between coaches of male and female sports, with the exception of the softball program, which has had three coaches in the past five years. The ratio of coaches to athletes favored boys' sports, i.e. one to fourteen as opposed to one to eighteen for female athletes. There is a pending request to the Board for a new paid assistant coach position in volleyball. The average stipend for coaches of male teams was \$433.00 more than the average for coaches of female teams. The addition of another volleyball coach should narrow the gap.
Locker Rooms, Practice and Competitive		X	The status of the softball facility was a major deficiency found by auditors. The quality of its playing field has improved since the original

Facilities			<p>visit in 2000-2001, and an irrigation system has been added. When compared to the facility of a similar sport for males, however, the disparities were significant. The baseball stadium is fully enclosed, has signage on a city water tower overlooking the facility, permanent bleachers, and an inning-by-inning scoreboard. Baseball has netting for three hitting/pitching tunnels; softball has one. Storage space for baseball is double the size for softball. Access to the fields from respective locker rooms greatly favors the baseball team.</p> <p>Locker rooms in general were similar in amenities provided, particularly among like-sports. Practice areas for these sports are on campus and easily accessed. Soccer teams and football have playing facilities off campus. Golf and tennis teams both practice and play off campus. No discrepancies appeared between genders in those sports.</p>

<p>Medical and Training Facilities and Services</p>	<p>X</p>	<p>There was no training room, however services are contracted for practice times and home contests. It was not clear if all sports were covered during these times due to logistics. Board and school policies have been developed for covering emergency situations for all students.</p> <p>The physical training benefit has improved since the original visit. All teams have access to the weight room, and usage by female athletes has increased. Areas are well-equipped and suitable to various approaches to physical conditioning.</p>
<p>Publicity</p>	<p>X</p>	<p>Three athletics programs are printed annually which contain team photographs and schedules for all sports according to season: Fall, Winter, and Spring. These publications are the major fundraiser for the athletics program. Board and school policies are in place for approval of all fundraisers, which permits gender equity oversight. Pocket schedule cards are provided seasonally as well.</p> <p>Local newspaper coverage includes all sports if school personnel provide information. Student media sources are in the process of updating or improving electronic means of communication within the student body regarding athletics events. Coaches are responsible for updating the web sites that are assigned teams on the school's general web site.</p> <p>Selection and assignment of cheerleaders met compliance standards, as did the pep band and mascot performances.</p> <p>More explicit policies regarding awards and other forms of recognition in the athletics program have been developed since the original visit. However, factors such as placement of trophies, team photographs, retirement of jerseys, etc. have not been addressed.</p> <p>Policies should be amended to ensure equitable treatment of male and female athletes regarding the quality of team banquets where recognition of athletic achievement</p>

			occurs. Spending for awards given to male athletes far exceeded the amount spent for female athletes in the past two years. Male athletes constituted fifty-three percent of the participation ratio in athletics and received sixty-five percent of funds expended. It was reasoned that the higher percentage for males was due to banquet expenses.
Support Services		X	<p>Reporting of expenditures for the 2009-2010 school year was inaccurate. Therefore, for the re-visit, financial analysis was based on the average of the last five annual Title IX reports from the school.</p> <p>There is one central booster organization. Membership and officers lists were available for review, but no signed agreement was found in the permanent Title IX file.</p> <p>Financial records appeared organized and procedurally well-kept. However, prior approval by school personnel for expenditures from booster funds seemed arbitrary.</p> <p>School administration was advised to find means for assisting coaches with updating team web sites.</p> <p>Office space for coaches appeared gender neutral.</p> <p>School personnel should ensure representation for male athletes on the Gender Equity Review Committee.</p>
Athletic Scholarships	N/A		
Tutoring	N/A		
Housing and Dining Facilities and Services	X		Policies have been developed to guide equitable practices for on-campus food service.
Recruitment of Student Athletes	N/A		

5. Brief Summary/Analysis of the Corrective Action Plan (Form T-60)
Focus has been primarily on improvement of facilities, adding opportunities for female participation, and scheduling of girls' basketball home games.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs
There is a need to continue compiling policies to ensure the monitoring for gender equity in both Board and school documents.
Completing construction of playing facilities that have been proposed for an extended length of time, and improving access to playing and practice fields from locker rooms should have priority over other improvement projects.

7. KHSAA Recommended Action in relation to new deficiencies
A. **By March 3, 2011**, school personnel will resubmit Forms T-71 and T-72 of the recent re-visit report with correct financial data for the 2009-2010 school year.

B. **By March 3, 2011**, school personnel will submit a signed booster club agreement for the 2010-2011 school year.

8. KHSAA Recommended Action in relation to reoccurring deficiencies
By March 15, 2011, school personnel will submit final plans, approved by the district, for completion of the softball facility before the beginning of the 2011-2012 season.
The plan should provide for amenities for the facility that are comparable to those of the baseball field, considered a like-sport.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Doug Barnes

District Level Title IX Coordinator: Nate Huggins

Name	Title	Telephone
Vicki Thomas	Parent	270-765-2110
Steve Smallwood	Principal	270-769-3381
Jasmine Brissett	Student-Athlete	270-307-8472
Halle Pinkham	Student-Athlete	270-312-8460
Jon Parsons	Boys' Soccer Coach	270-766-2448
Kim Hartlage	Girls' Golf Coach	270-737-3539
Tony Kuklenski	Vice-Chair, Brd. Of Education	270-304-1578
Tim Hinkle	Volleyball Coach	270-737-2814
Nate Huggins	District Coordinator, Title IX	270-268-2073
Doug Barnes	Athletic Director	270-769-3381
Angela Passafiume	KHSAA Ass't. Commissioner	859-299-5472
Kathy Johnston	KHSAA Auditor	859-299-5472
Martha Mullins	KHSAA Auditor	859-299-5472

10. Comments

School personnel were well-prepared for the re-visit. The school's permanent Title IX file was complete and well-organized. The District Title IX Coordinator was in attendance at all designated meetings. The track and field coach is a Board member and a member of the Gender Equity Review Committee. The Committee members appeared very involved in their role at the school, including the student-athletes.

The operation of the athletics program appears to be based on good administrative principles and accountability. Attention has been paid to directing a program that provides equitable opportunity for girls and boys to participate on athletic teams. Sports, with the exception of softball, have been successful since the original visit, including the sports added in the interim. **In the case of softball, in addition to the lack of closure on the completion of the facility, there have been three different head coaches in the last five years. Since girls are the underrepresented sex in the athletics program, priority should be given to upgrading the opportunity for the athletes on this team to be successful before other projects are undertaken in athletics.**

The public meeting did not materialize.

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Subject:	Title IX Re-Visit Audit Report Elizabethtown High School
<input type="button" value="Send Email"/>	
Please find attached a copy of the KHSAA Title IX Re-Visit Final Audit Report for Elizabethtown High School that was conducted on November 22, 2010 by auditors Dr. Martha Mullins and Kathy Johnston. 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	

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