



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

(For schools re-visited during the 2015-2016 school year)

School: Elizabethtown High School
 Prepared By: Kathy Johnston
 Date of Re-Visit: December 10, 2015
 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)

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: According to submitted data, it appears that Elizabethtown High School is currently meeting 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 submitted data, it appears that Elizabethtown High School does not currently 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 submitted data, it appears that Elizabethtown High School is currently meeting 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: The most recent Student Interest Survey was conducted during the 2013-2014 school year. Students in grades 8-11 were surveyed with a return rate of 100%.

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 administered during the 2013-2014 school year. Submitted data showed that students in grades 8-11 were surveyed with a return rate of 100%. Results of the survey are supported by the information as documented on the T-3 form of the Annual Report. As a result, the sport activities of archery, bowling, and fishing have been added for males and females. Elizabethtown High School currently offers twelve (12) varsity sports for females and twelve (12) for males. A total of twenty-two (22) sport level opportunities are provided for both males and females. Elizabethtown High School has done an excellent job in providing sport level opportunities for its students.</p>
Equipment and Supplies	X		<p>There was written evidence of a four (4) year review and/or replacement plan for uniforms. The only sport activity where the student will purchase and retain their own uniform is fishing. Viewed uniforms were of very high quality and comparable in the overall quantity provided. Two very slight differences that were viewed included the addition of a shooting shirt for girls basketball and three (3) uniform tops for baseball as compared to two(2) for softball. All other viewed equipment appeared to be well maintained and available for equitable access. An overall review of spending for this category showed that approximately \$199.00 was spent per male athlete and approximately \$123.00 spent per female athlete.</p>
Scheduling of Games and Practice Time	X		<p>There was viewed evidence of all team schedules in the Title IX file. Schedules showed overall equivalence and parity within the like sports regarding the number of</p>

			<p>competitive event opportunities provided for all levels of play. There were also written schedules for the shared facilities of the main, auxiliary, and Panther Academy gymnasiums for volleyball and basketball, the practice and athletic complex fields for soccer, and the indoor hitting facility for baseball and softball. Interviews indicated that baseball currently has access to the indoor practice facility immediately after school while the softball team may come in at a later time. This could appear to be an advantage to the males, relative to ensuring equitable access.</p> <p>(see KHSAA recommendation 7.a.)</p>
Travel and Per Diem Allowances	X		<p>There was written evidence of a travel and per diem guideline that included the provision for mode of transport, meals, and overnight stay. The written guideline also required prior approval by school administration for expenditures in this category. An accurate review of expenditures for this category could not be evaluated as zero dollars were reported for the sport of softball.</p> <p>(see KHSAA recommendation 7.b.)</p>
Coaching	X		<p>There was viewed evidence of a school board approved salary schedule which showed overall equivalence in the amount of pay and the number of positions allotted for each sport. Data, as reported on the most recent Annual Report, showed two (2) softball coaches for three (3) levels of play as compared to baseball showing four (4) coaches for three (3) levels of play and one (1) volleyball coach for three (3) levels of play. According to submitted data, the athlete to coach ratio, with regard to accessibility is 14:1 for males and 16:1 for females. Interviews with administration indicated that the Athletic Director meets with each coach at the end of each season for an informal evaluation. A written document is currently not used for this process.</p>

			(see KHSAA recommendation 7.c.)
Locker Room, Practice and Competitive Facilities		X	<p>The audit of 2001 identified this area as 'satisfactory' but identified the softball facility as needing improvements. The audit of 2010 identified this area as 'deficient' due to continued lack of improvements at the softball facility, specifically as it compares to the other facilities. Although some improvements have been made; the addition of the complete athletic complex, and recent improvements made to some other current facilities does not compensate for the differences that are still evident at the softball facility. These include, but may not be limited to, the lack of an on-site locker/dressing room, maintenance issues relative to the press box, restrooms, and concession areas, differences in the scoreboard between softball and baseball, and the quality of the backstop playing area on the field. All other facilities at Elizabethtown High School are excellent and very well maintained. There was evidence of locker room and storage assignment for all teams.</p> <p>(see KHSAA recommendation 6.)</p>
Medical and Training Facilities and Services	X		<p>There was evidence of two (2) weight rooms. One is located in the main school building and the other in the Athletic Complex. Both were spacious and with equipment appropriate for female use. A schedule showing usage was posted at the site. The current viewed schedule showed an advantage to the male teams as they have access to these facilities directly after school on a daily basis. Interviews with athletes indicated use of the weight room training facilities. Interviews with administration indicated that Athletic Training services are made available through a contract with Hardin Memorial Hospital. The trainer is available on a daily basis and at all home events and away football games. Athletic physicals, at a reduced cost, are made available to all students at the Hardin Memorial</p>

			<p>Hospital. There was written evidence of emergency action plans for all competitive venues.</p> <p>(see KHSAA recommendation 7. d.)</p>
Publicity	X		<p>There was written evidence of an awards guideline that included the provision and specifics for award display, letters/bars, banner display, and end-of-season recognition with banquets. There was also evidence of support publications for the fall sports season, winter sports season, and spring sports season. Administrative oversight is provided to ensure the equitable assignment for the support groups of cheerleading and band at competitive sport events.</p>
Support Services	X		<p>A two-year review of the reported spending data showed that approximately \$513.00 was spent per male athlete and approximately \$454.00 spent per female athlete. Following a discussion with administration, it appears that the reporting of expenditures for the new facilities at the athletic complex were not submitted for inclusion on the Annual Report, as well as some reported zero amounts in other categories, so it is difficult to ascertain the complete accuracy for equivalence in overall spending. All available office space appeared to be assigned equitably.</p> <p>(see KHSAA recommendation 7.e.)</p>
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		

Recruitment of Student Athletes	NA		
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5. Brief Summary/Analysis of the Corrective Action Plan (Form T-60)

- Monitor spending for awards and banquets
- Recruit female participation for lacrosse, bowling, archery, fishing
- Develop equitable schedule for the weight room

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

In the benefit area of **Locker Room, Practice, and Competitive Facilities**, a deficiency exists specifically to the softball competitive facility and locker room proximity access. (see # 8. below for recommended action)

7. KHSAA Recommended Action in relation to new deficiencies

Although the following are not deficiencies, they are recommendations that should be addressed to ensure overall equivalence:

- a. Please submit to the KHSAA, no later than February 15, 2016, an equitable schedule of usage and access of the indoor hitting facility for the softball team. The submitted schedule should include signatures of recognition from the softball coach and athletic director.
- b. Please submit to the KHSAA, no later than February 15, 2016, a complete listing showing accurate expenditures for the benefit area of Travel and Per Diem for the 13-14 school year.
- c. Please submit to the KHSAA, no later than February 15, 2016, a listing of all sports showing the accurate number of coaches and levels for each sport.

athletes.