



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

(For schools re-visited during the 2004-2005 school year)

School: **Evarts High School**
Reviewed By: **Gary W. Lawson**
Date of Re-Visit: **November 17, 2004**
Telephone Number of Reviewer: **(502) 875-3817**

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)

X	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:

It would appear from the data provided by school personnel and from responses given by school officials during the school Re-Visit that the school is meeting the standards established in this test.

- 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:

Because of consistently erroneous or conflicting data given on Test #2, it cannot be designated with any degree of accuracy that the school is meeting the standard established in this test.

- 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 responses provided by school officials, it appears the standard established in this test has not been met during any of the past three school years. Information from student surveys appear to support these responses.

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

Comments:

From the information that could be gained from school officials, it appeared that the student body was surveyed properly.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		As was the case with the original school visit in February, 2000, it was difficult to ascertain the degree to which the standards of either Test #1 or Test #2 were met due to incorrect or conflicting data and calculations provided by the school. After discussions with school officials about counting and calculations, it does appear that the standard for Test #1 is being met. By meeting the standard of Test #1, the school is not considered deficient in this area. Unfortunately, there are other problems in this area related to the Gender Equity Review Committee and the Title IX file. School officials did not produce a number of the items requested for inspection by KHSAA officials in the letter to the school dated November 10, 2004. The school has minutes for only two Gender Equity Committee meetings during the past five years. Interviews with <u>listed</u> members of the Gender Equity Committee revealed little or no knowledge of the function of this committee, meeting dates, etc.
Equipment and Supplies		X	School uniforms were not readily available to KHSAA officials as requested by the cover letter with the Re-Visit forms. The school currently has no written uniform rotation plan. The school's Re-Visit form (T-71) indicates that the school is currently spending approximately \$186 per female athlete and \$343 per male athlete for equipment and supplies. KHSAA officials believed that improper counting of participants might be at least partially the cause of this wide disparity. School officials were questioned on two occasions about the counting, and they contended their calculations were accurate (See KHSAA Recommended Action).

Scheduling of Games and Practice Time	X		<p>Prime time scheduling was discussed. According to the February, 2000 school visit report, the number of prime time games for girls' basketball was insufficient. The schedule analysis conducted by the KHSAA for 2003-2004 confirmed the school was still deficient in this area (Refer to KHSAA warning letter dated January 21, 2004). According to the KHSAA schedule analysis of the 2004-2005 schedules, the girls' basketball team is expected to play 40% of their home games in prime time. This meets the minimum standard established by the KHSAA. Although the school had a posted schedule for rotation of practices in the gym, both player and administrator interviews indicated that the schedule is not followed and that the girls' team almost always practices late. School officials were encouraged to <u>develop and follow</u> an equitable rotation schedule.</p>
Travel and Per Diem Allowances	X		<p>Re-Visit forms indicate that the school spends approximately \$80 per female athlete and \$93 per male athlete for travel and per diem.</p>
Coaching	X		<p>According to the February, 2000 school report, there appeared to be a disparity in the extra service salary schedule in regard to head coaching positions. A review of the 2004-2005 salary schedule shows parity in this area. According to interviews with school officials, both girls' basketball coaches were employed off-campus. KHSAA officials believed that this situation led to a disparity in benefits to female players (i.e. not following the posted practice schedule). School officials contend this is a <u>matter of choice</u>. It was requested that the school district make every possible effort to employ on-campus coaches on an equitable basis.</p>

Locker Rooms, Practice and Competitive Facilities		X	<p>Submittals to the KHSAA since February, 2000, indicate that progress has been made in this area. There is still work to be done in the <i>quality of these benefits</i>, not necessarily the benefits themselves. For example, the softball field has basically the same amenities as the baseball field, but the baseball dugouts, fencing, press box, storage and field drainage system all appear to be of higher quality. The coaching office for the girls in the gymnasium is not as accessible or of the same quality as the boys. The boys' locker room in the gym is larger than the girls'. As stated earlier, improvements have been made, but the school does not appear to have met the equivalence requirement in this area (See KHSAA Recommended Action).</p>
Medical and Training Facilities and Services	X		<p>According to the February, 2000 school report, this area was deficient because there was no schedule for use of the school's weight training facility, and only the baseball and football teams were provided training services. The most recent school visit showed a posted weight training schedule and that training services were not provided to any athletes at the school. Ms. Catlett, KHSAA Audit Team Member, explained the need for provision and training services. Interviews with students and school officials indicated that while time was allotted, the only female team using the weight room was the girls' basketball team.</p>
Publicity	X		<p>According to school submittals and interviews with school officials, the school currently has one cheerleading squad which cheers at all home varsity girls' and boys' games, all home and away district games, and all other away games within thirty miles.</p>
Support Services	X		<p>The school currently has no active booster clubs. Findings from the school visit indicate that the major source of support was from the school's activity accounts.</p>

Athletic Scholarships	X		
Tutoring	X		
Housing and Dining Facilities and Services	X		
Recruitment of Student Athletes	X		

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

The school's most recent Corrective Action Plan calls for the addition of a junior varsity/intramural soccer program in 2004-2005 and a varsity program in 2005-2006.

6. Observed Deficiencies in Overall Girls and Boys Athletics Program

The two major observed deficiencies at Evarts High School were the apparent inequity in the purchasing of equipment and supplies and the failure to provide an equivalence of amenities in the area of locker rooms, and practice and competitive facilities.

7. KHSAA Recommended Action in relation to new deficiencies:

(Equipment and Supplies) On or before **February 15, 2005**, school personnel are to submit to the KHSAA a written uniform rotation and replacement plan for all sports that are currently offered at the school. This plan should be **implemented** as part of the school's **April 15, 2005** Corrective Action Plan submitted to the KHSAA. On or before **February 15, 2005**, school personnel are to submit to the KHSAA a letter describing how the school is monitoring spending for athletic equipment and supplies to ensure equity. This letter is to be signed by the School Principal, Athletic Director, and the School District Title IX Coordinator.

8. KHSAA Recommended Action in relation to re-occurring deficiencies:

(Locker Rooms, Practice and Competitive Facilities) On or before **February 15, 2005**, school personnel are to submit a letter to the KHSAA which gives a step-by-step plan for bringing the benefits provided in these areas closer to equivalence. This should include the detailed plans for improving the amenities provided at their softball field and their locker rooms and/or offices in the gymnasium. This plan should also be included in the school's **April 15, 2005** submittal to the KHSAA.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Fred McCreary

District Level Title IX Coordinator: Brent Roark

Name	Title	Telephone
Gary W. Lawson	KHSAA Audit Team	(502) 875-3817
Greg Gluck	Asst. X-Country/VB Coach	(606) 848-2212
Fred McCreary	Athletic Director	(606) 837-2502
Bob Howard	Principal	(606) 837-2502
Jerry Ford	Boys' Basketball Coach	(606) 837-2502
Sarah Freeman	Student	(606) 837-9818
Jamie Combs	Student	(606) 837-0007
Phyllis Catlett	KHSAA Audit Team	(859) 299-5472

10. Comments

No one from the community attended the public comments session. The meeting was adjourned at 5:15 p.m.