



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

(For schools re-visited during the 2007-2008 school year)

School: **Fairdale High School**
Prepared By: **Reba Woodall**
Date of Re-Visit: **September 18, 2007**
Telephone Number of Preparer: **(859) 299-5472**
Reviewed By: **Larry Boucher**

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
	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 the data submitted by Fairdale High School, it appears the school has not met the standard for Test T-1 for the 2006-2007 school year.

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 submitted by Fairdale High School, it appears the school has not met the standard for Test T-2 for the 2006-2007 school year.

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 submitted by Fairdale High School, it appears the school has met the standard for Test T-3 for the 2006-2007 school year.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?

Yes No

Comments: The Student Interest Survey conducted in 2005-2006 reflected an interest in swimming. The number of favorable responses was 53 female and 36 male. Although the 2003-2004 survey showed negligible interest, the increase on the 2005-2006 survey warrants further investigation into adding this sport. The return rate for the 2005-2006 survey was 84% which surpasses the 80% requested by the KHSAA.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>According to the information supplied by the school, Fairdale High School has met the standards established in test T-3. However the Student Interest Survey completed in 2005-2006 does indicate an interest in swimming, which was not noted on the 2006-2007 Annual Report form. This was discussed with the Title IX Coordinator and the Gender Equity Committee during the Revisit. If the 2007-2008 Student Interest Survey reflects swimming interest, the school must investigate the feasibility of offering the sport, otherwise the standards for test T-3 will not be met for the 2007-2008 school year. At this time, Fairdale High School offers 7 varsity, 3 JV, and 2 freshman teams for females, and 8 varsity, 3 JV, and 2 freshman teams for males. The Title IX Coordinator expressed interest in starting a field hockey team, and working with feeder middle schools in developing interest in soccer.</p> <p>The school's Permanent Title IX file was well organized with yearly reports and meeting minutes readily accessible. The school's athletic handbook included school athletic policies, and district policies. Any policies that pertain to equity should also be included in the Permanent Title IX file. The first on site visit by the KHSAA occurred in 2001. Since that time, the KHSAA has requested schools to produce a number of policies for Title IX equity and school documentation. The need for these written policies was discussed with the school Title IX Coordinator, the school Administrator, and the Gender Equity Committee. A list of policies was given to the school Title IX Coordinator.</p>
Equipment and Supplies	X		<p>Review of the uniforms during the Revisit showed equivalence for the male and female team uniforms. The school had a written uniform purchase/replacement policy but is no</p>

<p>Equipment and Supplies Cont'd</p>		<p>longer in use. The need for this policy was discussed. The Gender Equity Committee should review the old policy then develop a new one.</p> <p>According to the information on the 2007 Revisit forms T-71 and T-72, the school is currently spending approximately \$44 per female athlete, and \$49 per male athlete for equipment and supplies. The school procedures for purchasing equipment was discussed during the interview sessions and a recommendation was made to include an approval by the Title IX Coordinator/Athletic Director prior to submitting purchase request to the designated administrator. The addition of this step will help insure equity.</p>
<p>Scheduling of Games and Practice Time</p>	<p>X</p>	<p>Prime dates and times were reviewed by school personnel. The school was in compliance for the 2006-2007 school year with 44% of girls basketball games played on prime dates. The school rotates practice times each week between the two gymnasiums. All varsity games are scheduled in the large gymnasium. The school needs a written schedule for games and practices for all sports in/on all facilities. A copy of this schedule should be included in the school's Permanent Title IX file. It would also be appropriate to include copies in the school's athletic handbook.</p>
<p>Travel and Per Diem Allowances</p>	<p>X</p>	<p>The information submitted by the school on the 2007 Re-visit forms shows the school spent \$44 per male athlete and \$36 per female athlete. The 2005-2006 Annual Report form T-60 has plans to narrow the gap between spending for males and females. This was not addressed on the 2007-2007 T-60 form. The difference in spending does not appear to show inequity but it does appear to show a need to closely monitor all spending for travel and per diem. After the interview sessions, it was apparent that there were a number of methods for feeding the athletes on game dates. Although the meals seem equitable at this time,</p>

Travel and Per Diem Allowances Cont'd		the Gender Equity Committee and school personnel should be aware that this benefit can become inequitable quickly. A written travel and per diem policy is needed.
Coaching	X	According to the information submitted by Fairdale High School on the 2007 Re-visit forms T-71 and T-72, it appears the coaching salaries are equitable. The forms also show that 4 out of 8 head coaches for male teams are on campus, and 6 out of 7 head coaches for female teams are on campus. The 2006-2007 Annual Report forms T-35 and T-36 show the baseball and boys track teams have one more coach than the softball and girls track teams. The Gender Equity Committee should review this difference and recommend changes if warranted or supply a written justification for the difference. This written justification should be kept in the school's Permanent Title IX file and a copy included in the school's Annual Report each year the difference remains.
Locker Rooms, Practice and Competitive Facilities	X	The athletic facilities at Fairdale High School are excellent. The football stadium has been refurbished and the 8 lane track has been resurfaced and painted. The tennis courts have been resurfaced, fenced and painted. The school has 2 courts at this time, and is planning on adding 2 more in the near future. At the first school visit in 2001, the softball field needed a number of improvements such as; dugouts, press box, bleachers, scoreboard, etc. During the Re-visit, the softball field had an electronic scoreboard, press box/concession stand, permanent bleachers, dugouts, and a walkway from the back parking lot. They do not have lights, batting cage, water, or restroom at the field. There are restrooms at the concession stand for baseball which is available during softball practice and games. The baseball field does not have lights. The Title IX Coordinator explained that the softball team wanted to add a batting cage on part of the back parking lot. They are adding storage space at

<p>Locker Rooms, Practice and Competitive Facilities Cont'd</p>		<p>the end of the home dugout. The concession does not have a water hookup and water should be available at the field. This addition should be a priority. The cross country and golf teams practice in the venues and are equitable. The school has extra acreage outside for future facility expansion.</p> <p>The school has two gymnasiums. A large one, without air conditioning and a smaller one with a lower ceiling and no permanent seating. There are 5 locker rooms, 2 for females, and 3 for males. One locker room is for football. The main difference between the male and female locker rooms was the lockers. The females have half lockers and the males have full lockers. This difference should be addressed when funds are available.</p> <p>There are 4 offices for coaches of girl's sports and 3 offices for coaches of boy's sports. One office located inside the girl's locker room is not used. The offices are functional, have phone lines, and space for some equipment storage.</p> <p>The outdoor storage areas were significant and equivalent. The indoor storage areas were adequate and equivalent.</p>
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<p>Medical and Training Facilities and Services</p>	<p>X</p>	<p>The school has one training room for all sports. A trainer is on site Tuesday afternoons, and present for all home football, volleyball, and basketball games. An EMT is available for spring sports.</p> <p>There are 2 weight training rooms. One is mainly used for football. It is located in a building outside the main school building near the locker rooms. It has numerous stations, 1 universal machine, 1 stationary bike, and its floor is mat covered. All the bars are Olympic weight and there are very few light weight plates or dumbbells. The room is clean but has a lingering odor. There was no usage schedule posted. The second training room is housed in a building at the back of the school property. The weight training area is actually a fitness class room. The area is divided into 4 sections; classroom, lifting area, stationary bike area, and an open area for rope jumping, exercises, etc. There are over 30 machines (including 11 stationary bikes) in the area. The bars were Olympic weight and there were very few light weight plates and dumbbells. The room was well lighted and clean. There was no usage schedule posted. Female athletes can benefit from the equipment in this weight room. Additional light weight bars, plates, and dumbbells would be an excellent improvement.</p> <p>Weight training is very beneficial for all athletes and the Gender Equity Committee should explore the possibilities for increasing the number of light weight bars, plates, and dumbbells for the school's female athletes. Usage schedules must be posted in both weight training rooms.</p>
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<p>Publicity</p>	<p>X</p>	<p>The school has a fall, winter, and spring sports calendar which are visible throughout the school. School announcements regularly include athletic accomplishments. The school displays trophies, pictures, jerseys, etc. in the large gymnasium, main office, and trophy cases. On the school's 2006-2007 Annual Report, the need to display girls basketball accomplishments in the large gym was addressed. School colors, logos, and graphics were well displayed throughout the school.</p> <p>The Gender Equity Committee should develop a written award and recognition policy. This policy should include but not be limited to; letters and bars, trophy displays, banners, retired numbers/jerseys, banquets, etc.</p>
<p>Support Services</p>	<p>X</p>	<p>The school has one cheerleading squad which cheers for all football, boys' basketball, and girls' basketball games. If both basketball teams play on the same night but in different locations, they cheer for the team playing at home.</p> <p>There are no booster clubs at Fairdale High School. Each athletic team has fundraisers which must be approved by an assistant principal and the Board of Education. The fundraising money goes toward the purchase of equipment, uniforms, meals, travel, etc. Each coach is expected to have some fundraising activity. A portion of gate receipts and concessions go into a general athletic fund that is controlled by the athletic director. According to the 2006-2007 Annual Report form T-36, approximately \$653 was spent per male athlete, and \$858 was spent per female athlete. These figures do not include the cost of the football stadium renovation. The school has an Alumni Association which helps with some athletic expenses. The Alumni Association follow the school's purchasing procedures. It is recommended that an additional step in the purchasing process be</p>

Support Services Cont'd			implemented. This step would have the athletic director/school Title IX coordinator approve all athletic purchase orders before final administration approval occurs. This step should help in maintaining equity among sports.
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 Corrective Action Plan (Form T-60)

Fairdale High School Corrective Action Plans have included the following; increase female participation, increase visibility of female sports, increase the number of female coaches, add female sports, improve softball field, add volleyball coaches' office, renovate the girls basketball locker room, increase girls basketball travel, add assistant girls track coach, and recognize girls basketball program in gymnasium. School provided documents and Re-visit observations show progress in identified actions. The importance of corrective action plans was discussed in the Gender Equity Committee Meeting.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

None

7. KHSAA Recommended Action in relation to new deficiencies

The following are not considered deficiencies at this time, but they need to be addressed.

- 1. Please submit to the KHSAA, no later than January 15, 2008, a copy of an adopted policy regarding a uniform replacement schedule for all teams that participate in athletics at your high school. A copy of this intended replacement and review process should be provided to all head coaches and must be placed in you school's Master Title IX File.**
- 2. Submit to the KHSAA, no later than January 15, 2008, a copy of a documented weight room schedule for both male and female athletes at your high school. This schedule should be provided to all head coaches and must be posted in view in your weight rooms and maintained for review within your school's Master Title IX File.**
- 3. Submit to the KHSAA, no later than January 15, 2008, a copy of an established policy with regard to determining who and when an athlete or team will be honored with banners, awards or recognition and what the school's adopted standard accomplishments must be in order to receive such recognition. A copy of this policy should be provided to all head coaches and a copy must be kept in the school's Master Title IX File.**
- 4. Submit to the KHSAA, no later than January 15, 2008, a copy of a school wide policy that addresses the school's equitable policy with regard to the travel and per diem allowances for both male and female sports. A copy of this policy should be distributed to all head coaches and a copy must be maintained in you school's Master Title IX File.**

8. KHSAA Recommended Action in relation to reoccurring deficiencies

None

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Ernest Smith

District Level Title IX Coordinator: Absent – Cheryl Walker

Name	Title	Telephone
Janet Tindall	Parent	502-366-5455
Frank Jones	Parent	502-968-9748
Dotti Hicks	Coach	502-485-8248
Brandon Feuster	Coach	502-345-6940
Ernest Smith	AD/ Title IX Coordinator	502-485-6627
Gary Lawson	KHSAA Auditor	859-299-5472
Reba Woodall	KHSAA Auditor	859-299-5472

10. Comments

Fairdale High School has very good outdoor facilities. They appeared well maintained. Additional work needs to be completed on the softball and baseball press boxes, and the shot and discus areas for track and field. The addition of 2 more tennis courts should greatly enhance that program. The school has enough acreage available for a soccer field and a field hockey field when needed. The indoor facilities are not new but they are in very good condition and are well maintained.

It is apparent that school personnel, students, and community support Fairdale High School's athletic endeavors. They seem willing and eager to help the school in maintaining and improving the athletic opportunities and benefits for all athletes. The school was well prepared with documentation, access to all facilities, and help from school personnel for the KHSAA on site visit. In practice the athletic department appears to be succeeding in managing an equitable athletic program. For continued long range success, documentation is needed as reflected in the requests for written policies.

A quorum was present for the Gender Equity Committee meeting.

No one from the community attended the Public Forum at 5 p.m.
The KHSAA Audit team left the school at 5:15 p.m.

TO: Brigid L. DeVries, KHSAA Commissioner
Larry Boucher, KHSAA Assistant Commissioner

FROM: Linda Brown , Fairdale High School Principal
Ernest L. Smith, Fairdale High School Athletic Director

DATE: December 4, 2007

RE: KHSAA Title IX Re-Visit Items/Policies

Enclosed please find a copy of the following policies:

- Uniform Rotation
- Weight Room Schedule
- Banner Recognition
- Travel/Per Diem

As stated in our Title IX Re-Visit Final Audit Report, these items needed to be addressed and copies of the polices submitted to the KHSAA no later than January 15, 2008.

If there are any specific questions about these policies, please contact Fairdale High School at 502-485-8248.

Thank you and please let us know if we can we can be of further assistance.

FAIRDALE HIGH SCHOOL TRAVEL/PER DIEM POLICY

OVERNIGHT TRIPS

Each team is eligible to take 2 overnight trips per season and 1 out of state trip per year. These trips are to be approved in conjunction with JCPS policy. Funding or a plan of funding must be submitted to the Athletic Directors office at least 4 months in advance of the proposed trip. This does not include State Tournament trips.

For planning purposes please utilize the per diem amounts below:

Food \$7 per athlete, per meal

Lodging \$18 per athlete, per night

*Please note that higher rates are usually in effect during spring travel and holidays. Please contact the tournament director where you are going to secure the lowest possible rates.

*Please carry a tax exempt certificate with you as well. We have a tax exempt certificate for Florida, if you are going to another state let us know at least 6 months in advance so that we can secure a certificate for that state.

IN-STATE TRAVEL

There is no limit to in-state travel; however, any trip over 200 miles(one way) should be converted into an overnight trip, for the safety of the kids. Meals are required on any trip that is more than 40 minutes(one way). For planning purposes please utilize the per diem amount below:

Food \$5 per athlete, per meal.

Principal's
signature: _____

Underbrow 12-4-07

FAIRDALE HIGH SCHOOL RECOGNITION REQUIREMENTS
BANNER /SIGNAGE

INDIVIDUAL BANNER REQUIREMENTS(Must meet at least 1 of the below)

- *1,000 point score.
- *All time leading scorer
- *State record in a major statistical category
- *Mr or Miss Kentucky Athletic Recognition
- *National Athlete of the Year Recognition
- *KY All Star Team Member
- *Individual State Champion
- *Professional Athlete
- *All State Team

ANY INDIVIDUAL CONVICTED OF A FELONY AFTER BEING RECOGNIZED, COULD HAVE THEIR SIGNAGE/BANNER REMOVED

TEAM BANNER REQUIREMENTS(Must meet at least 1 of the below)

- *District champions(group banner)
- *Regional Champions(group banner)
- *State Champions(individual banner)

COACHES REQUIREMENTS(Must meet #1 & #2 & 1 other of the below)

1. Be retired or moved on to a higher level coaching/education job.
2. Have at least 5 years of service or state championship
3. Have at least 100 wins.
4. Have at least 10 years of service
5. Have a local, state or national honor.
6. Selected for recognition directly by the Principal

JERSEY/NUMBER RETIREMENT(Must meet at least #1 or #2)

1. Mr or Miss Kentucky Winner
2. Professional Athlete/Outstanding Division I College Athlete
3. Any other outstanding state or national achievement

Principal's Signature: Wanda Brown 12-4-07

FAIRDALE HIGH SCHOOL WEIGHT ROOM SCHEDULE

IN SEASON WEIGHT ROOM---MAIN BLD WT. ROOM
OFF SEASON WEIGHT ROOM—BLDG 3 WT. ROOM

	<u>IN SEASON</u>		<u>OFF SEASON</u>
FALL			
Football	2:30-3:30	Girls/Boys BB	2:30-4:00
Soccer(B)	3:30-4:30	Baseball/Softball	2:30-4:00
Soccer(G)	4:30-5:30	Track/Wrestling	4:00-5:30
Volleyball	5:30-6:30	Other Sports	5:30-7:00
WINTER			
Basketball(B)	2:30-3:30	Football	2:30-4:00
Basketball(G)	3:30-4:30	BB/SB	4:00-5:30
Wrestling	4:30-5:30	Track/VB	5:30-7:00
		Soccer	5:30-7:00
SPRING			
Softball	2:30-3:30	Football	2:30-4:00
Baseball	3:30-4:30	Boys/Girls BB	4:00-5:30
Track	4:30-5:30	CC/VB	5:30-7:00
Other Sports	5:30-6:30	Soccer	5:30-7:00

Principal's Signature: _____

Linda Brown 12-4-07

FAIRDALE HIGH SCHOOL UNIFORM ROTATION (5 YEAR)

- 2008-09 FOOTBALL AWAY JERSEYS
BOYS/GIRLS SOCCER UNIFORMS
GIRLS BASKETBALL AWAY UNIFORMS
- 2009-10 FOOTBALL PANTS
BOYS BASKETBALL HOME UNIFORMS
SOFTBALL UNIFORMS
- 2010-11 FOOTBALL HOME JERSEYS
BASEBALL UNIFORMS
VOLLEYBALL UNIFORMS
- 2011-12 FOOTBALL PANTS
GIRLS BASKETBALL HOME UNIFORMS
WRESTLING
- 2012-13 FOOTBALL REPLACEMENTS
TRACK/CROSS COUNTRY
BOYS BASKETBALL AWAY UNIFORMS

*New 5 year rotation starts after 2012-13

*If an individual sport buys outside of this rotation policy, they will be moved to the post 2012-13 slot.

Principal's Signature: _____

Uda Brown 12-4-07