



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

(For schools re-visited during the 2013-2014 school year)

School: Fairdale High School
 Prepared By: Kathy Johnston
 Date of Re-Visit: September 20, 2013
 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
- Corrective Action 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 submitted, it appears that Fairdale High School does not meet the standard of Test 1 for the provision of athletic opportunities. Accuracy in this area was difficult to ascertain as team rosters appeared to be incomplete.

- 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, it appears that Fairdale High School does not meet the standard of Test 2 for the provision of athletic opportunities. Accuracy in this area was difficult to completely ascertain as rosters and team data appeared to be incomplete.

- 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, it appears that Fairdale High School does not meet the standard of Test 3 for the provision of athletic opportunities. The lack of an established and active Gender Equity Committee prevents a complete evaluation of this area.

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

Comments: According to the data submitted, the most recent Student Interest Survey was conducted during the 2011-2012 school year. Students in grades 9 – 11 were surveyed with a return rated of 82%.

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 submitted reports, the most recent Student Interest Survey was conducted during the 2011-2012 school year. Students in grades 9-11 were surveyed with a return rate of 82%. The most recent sport added for males and females was bowling. There are currently nine (9) varsity sports for females and ten (10) varsity sports for males. Under most circumstances, this area would be deemed satisfactory; however, interviews with administration indicated that there is not an established and/or active Gender Equity Committee. It is the purpose of the Gender Equity Committee and its membership to oversee the areas of Opportunities and Benefits to ensure overall equivalence for the student athletes of Fairdale High School. KHSAA Policy states that "... each member school shall be required to form a Gender Equity Review Committee for the purpose of evaluating the total athletics program and handling issues at the local level."</p> <p>(see recommendation 7.)</p>
Equipment and Supplies	x		<p>Uniforms viewed appeared to be equitable in the quality and quantity provided. There was written evidence of a four (4) year cycle for uniform review and/or replacement, however, coaches interviewed had no knowledge of such a plan. Uniforms appeared to be purchased on a coach request basis.</p> <p>(see recommendation 7. a.)</p> <p>Spending per male and female athlete in this category was difficult to ascertain due to an inaccuracy in the team roster numbers provided. All other viewed equipment appeared to be comparable and equitable for access to both genders.</p>

Scheduling of Games and Practice Time	x		<p>There was written evidence of the most recent game schedules for all sponsored teams in the current Title IX file. A three-year review of game schedules showed overall parity and equivalence for competitive opportunities. There are no shared practice facilities but a rotation of use between the two gymnasiums does occur for the girls and boys basketball practices. Interviews with administration and athletes indicated a rotation of use for basketball practices. There was no written evidence to validate the procedure for gym use and rotation schedule.</p> <p>(see recommendation 7. b.)</p>
Travel and Per Diem Allowances	x		<p>There was written evidence for the provision of Per Diem regarding overnight stay, out of state trips and food allowance for teams. Interviews with students and coaches indicated mode of transportation to athletic events, however, it was not included in the current guideline.</p> <p>(see recommendation 7. c.)</p> <p>Spending per male and female athlete in this category was difficult to ascertain due to an inaccuracy in the team roster numbers provided.</p>
Coaching	x		<p>There was written evidence of a school board approved pay schedule of coaching positions which showed overall equivalence in salary and parity for the like sports. Administration is to be commended for its high number of on-campus coaches. On-campus coaches provide the optimal access for the student athletes. A ratio of access was difficult to determine as errors existed in the number of coaches reported.</p>

Locker Rooms, Practice and Competitive Facilities	x		<p>There was written evidence of locker room assignment for all sponsored teams. Viewed locker rooms appeared to be equitable and with similar amenities. There was viewed evidence of storage assignment for all teams, but no written evidence within the school Title IX file.</p> <p>(see recommendation 7. d.)</p> <p>All available office space appeared to be assigned equitably. All practice and competitive facilities are located on campus except for golf, swimming, and bowling. The golf team utilizes the Sun Valley Golf Course, swimming, the southwest YMCA, and the bowling team has access to Ken Bowl Lanes. All competitive facilities are excellent and well maintained. There appears to be an advantage to the males in regard to the existence and usage of an outdoor hitting facility located at the baseball field.</p>
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<p>Medical and Training Facilities and Services</p>	<p>x</p>		<p>There are two (2) weight rooms available for student access. There was written evidence of a weight room schedule that was specific to in-season, off-season usage. The schedule appeared to be equitable and was posted at the site. However, students and coaches interviewed were not aware of a schedule of usage and availability.</p> <p>(see recommendation 7. e.)</p> <p>An athletic trainer is available to all athletes one day a week and also provides services at football games and some basketball games. Athletic physicals are the responsibility of each student athlete. There was no available evidence of emergency action plans for each of the athletic facilities.</p>
<p>Publicity</p>	<p>x</p>		<p>There was written evidence of an awards guideline that provided for banner display of player / coach recognition and for jersey retirement. Interviews with students and coaches indicated an end-of-year recognition banquet for all teams.</p> <p>(see recommendation 7. f.)</p> <p>There is one cheerleading squad that supports football, girls and boys basketball games home and away. Interviews with administration also indicated oversight in regard to equitable support provided by the band.</p> <p>Spending per male and female athlete in this category was difficult to ascertain due to an inaccuracy in the roster numbers provided.</p>

Support Services	x		<p>Based on the data submitted, it appears that a two-year review of overall spending would meet the acceptable parameters both on a percentage and per athlete basis, however, accurate validation cannot be ascertained due to inconsistencies in team roster numbers submitted.</p> <p>(see recommendation 7. g.)</p> <p>It appears that all available office space has been assigned equitably.</p>
Athletic Scholarships			Non Applicable
Tutoring			Non Applicable
Housing and Dining Facilities and Services			Non Applicable
Recruitment of Student Athletes			Non Applicable

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

- Addition of freshman level teams
- Update facilities in regard to new volleyball net system
- Scheduling – adopt freshman volleyball and basketball league games

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Accommodation of Interests and Abilities - The KHSAA Policy on Title IX requires each member school to form a Gender Equity Review Committee for the purpose of evaluating the total athletics program and handling issues at the local level. A review of the school's Title IX file indicated that there is not an active committee in place. It is the establishment and involvement of this committee to determine the availability of opportunities to participate and to ensure overall equity in the benefits received.

7. KHSAA Recommended Action in relation to new deficiencies

Accommodation of Interests and Abilities – Please submit to the KHSAA, no later than **December 15, 2013**, an established list of Gender Equity Committee Members for Fairdale High School. This list shall also contain the signature of each member, as an agreement to serve. This committee shall meet all the requirements as outlined in '*KHSAA Steps for Title IX Compliance*' (refer to Title IX Education under the Special Programs tab from the KHSAA homepage).

Please submit to the KHSAA, no later than May 1, 2014, all scheduled and conducted Gender Equity Committee meeting agendas, sign-in sheets showing attendance, and the minutes of each meeting.

Please submit to the KHSAA, no later than September 30, 2014, documentation of attendance to a KHSAA sponsored Title IX Seminar. (dates available after July 1, 2014)

The following are not deficiencies, but recommendations that need to be addressed in order to ensure overall equity. All finalized documents should be made a part of the school Title IX file.

- a. Please submit to the KHSAA, no later than February 1, 2014, a copy of the uniform review and/or replacement plan that is to include signatures of all coaches verifying knowledge and understanding of said uniform plan.
- b. Upon receipt of this report, the Gender Equity Committee should establish written evidence for the procedure of gym use ensuring equitable rotation for girls and boys basketball.

- c. Upon receipt of this report, the Gender Equity Committee should review the current Travel and Per Diem guideline to expand and include specifics regarding mode of transportation provided to competitive events.
- d. Upon receipt of this report, the Gender Equity Committee should establish a current listing of storage assignment available for all teams.
- e. Please submit to the KHSAA, no later than February 1, 2014, a copy of the weight room access and usage schedule that is to include signatures of all coaches verifying knowledge and understanding of said schedule.
- f. Please submit to the KHSAA, no later than February 1, 2014, an awards guideline that includes the provision for end-of-year banquet recognition.
- g. Upon receipt of this report, school administration should review the process and procedure for entering team rosters to ensure accuracy.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Ernest Smith, Athletic Director

District Level Title IX Coordinator: Cheryl Walker, JCPS Schools

Name	Title	Telephone
Narrissa Keown	Student athlete	502-485-8248
Abraham Mendoza	Student athlete	502-485-8248
Ryan Stephenson	Track / XC coach	502-485-8248
Angie Matos	Volleyball Coach	502-485-8248
Ernest Smith	Athletic Director	502-485-6627
Brad Weston	Principal	502-485-8248

10. Comments

Interviews with students and coaches were very positive. There appears to be a great feeling of pride at Fairdale High School.

The public forum, scheduled for 3:00 pm, was held in the meeting room area of the Athletic Director's office. With no one in attendance, the audit team left Fairdale High School at approximately 3:20 pm.