

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

(For schools re-visited during the 2005-2006 school year)

School: **Fairview High School**
 Reviewed By: **Fran Edwards**
 Date of Re-Visit: **October 18, 2005**
 Telephone Number of Reviewer: **(859) 299-5472**

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
X	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:

For this past school year, 2004-2005, Substantial Proportionality was likely an area of compliance. Forty-six percent (46%) of the enrollment at Fairview High School was female and 44% represents the total participation by gender. Two percent is within the 3% figure for compliance.

- 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:

For the 2003-2004 school year, the result of the calculation suggests that the History and Continuing Practice of Program expansion was an area of compliance. The percent of total participation added for females was 49. Forty-nine percent (49%) exceeds the 25% target for compliance.

- 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:

For the 2003-2004 school year, it appears that the area of Effective Accommodation of Interest and Abilities was an area of compliance

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

Comments:

Students attending Fairview High School were surveyed during the 2003-2004 school year to ascertain their interest in athletics.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		School personnel are to be commended for their efforts to ensure there is a broad range of athletic teams for students. For a female enrollment of approximately 150 students, basketball, softball, track, cross country, and volleyball are offered at the varsity level. Junior varsity teams are available in basketball, softball and volleyball. This season (2005-2006) a freshman team for basketball will be established and will play a four or five game schedule. The results of future Interscholastic Athletic Surveys should be carefully reviewed to determine if consideration should be given to including additional sports offerings. School personnel are to meet with prospective participants and fully document the outcomes of such meetings. Written records of such meetings are to be maintained in the school's permanent Title IX file.
Equipment and Supplies	X		A copy of the written policy for the purchase of uniforms is kept in the school's Title IX file. It is recommended that an updated inventory of equipment for all sports be developed.
Scheduling of Games and Practice Time	X		Based on the schedule posted on October 18, 2005 on the KHSAA website, the girls' basketball team will play 38% (three of eight home games) and the boys' basketball team will play 36% (four of eleven home games) on prime dates. The Athletic Director indicated that 60% of the girls' games this season would be played on prime dates and that the website would be updated. School personnel are encouraged to consistently schedule 40% of the girls' basketball games on prime dates.
Travel and Per Diem Allowances	X		It is a recommendation of the Title IX Audit Team that the Gender Equity Review Committee develop a written policy that covers expenditures for travel and per diem.

Coaching			A copy of the coaching supplements is maintained in the school's Title IX file. Currently, all teams for girls are staffed by at least one female coach.
Locker Rooms, Practice and Competitive Facilities		X	At the time of the Title IX Re-Visit, October 18, 2005, work was initiated on a new softball field located on campus. The field is to be equipped with portable bleachers, electronic scoreboard, dugouts and press box. Restrooms and a locker room located in the gymnasium will be made available for fans and players, respectively. It is anticipated that the field will be ready for the 2006 softball season. The George Cook gymnasium, built in the 1960's, is well maintained. Since the initial Title IX visit in February 2002, the floor has been refinished and two basketball goals were added. The gymnasium houses a locker room that is used by the girls' basketball teams, volleyball teams and female physical education students. The changing area for males is the same size as the females but was divided into two locker rooms; one for the boys' basketball teams and one for male physical education students. The boys' basketball locker room is carpeted and players have access to open wood lockers and individual stools. The one locker room for females is not comparably appointed and this inequity must be addressed immediately. The Fairview sports complex is located approximately one mile from campus and serves the football, baseball and track teams. The track team practices at several locations and all meets are away. The boys' golf team now enjoys a home course at a public facility. A written policy covers the requirements for induction into the Fairview Hall of Fame. It is recommended that the Gender Equity Review Committee develop a written policy for the display of banners and awards for the gymnasium and foyer.

Medical and Training Facilities and Services	X		In the spring of 2004 a new weight room located on campus was opened and the facility is scheduled through the Athletic Director. It is suggested that a copy of the assigned times for use of the weight room be posted. The weight room gives the appearance of being a male preserve. It is recommended that the Gender Equity Review Committee give consideration to purchasing universal machines and weights that are suitable for female athletes. Also, the addition of motivational materials/posters designed for girls would create an atmosphere that is inviting for female athletes.
Publicity	X		A joint media guide and schedule of games is developed for the boys' and girls' basketball teams. Perhaps in the future schedule cards that reflect fall, winter and spring sports could be printed. There is a varsity cheerleading squad that is assigned on an equitable basis to boys' and girls' athletic events.
Support Services	X		There is one booster club for all sports at Fairview High School and the Athletic Director heads it. The Athletic Director and Principal must approve all fund raising activities and expenditures made by the booster group. Booster funds are held in school accounts and it appears there is appropriated administrative oversight. It is the recommendation of the KHSAA Audit Team that policies regarding the conduct of the booster organization be written and included in the Title IX file. A review of the school's budget information suggests that expenditures for male and female sports are comparable.
Athletic Scholarships	N/A		
Tutoring	X		
Housing and Dining Facilities and Services	N/A		

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

Since 1999, the Corrective Action Plan for Fairview High School has included items for the improvement of facilities, an increase in prime time (prime date) play for girls' basketball and provision for additional opportunities for female participants.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There is a disparity in the locker rooms that are provided for male and female athletes.

7. KHSAA Recommended Action in relation to new deficiencies

By **February 15, 2006**, school personnel will submit a written plan to KHSAA offices that will rectify the current inequity in locker room facilities. The plan, including a time frame for action, is to provide a remedy that will result in a facility that is comparable for both genders.

By **February 15, 2006** provide a copy to the KHSAA, and post on the weight room door, scheduled times for use by both genders.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

None

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Brad Greene

District Level Title IX Coordinator: Rex Cooksey

Name	Title	Telephone
Brant Creech	DPP/ Girls' Basketball	606 324-9226
Tonia Lucas	Counselor/Girls' Softball	606 324-9226
Bob Stacey	Cross Country/Track	606 324-9226
D J Preston	Chair Board of Education	606 324-9226
Billy Musick	Superintendent	606 324-9226
Mandy Musick	Student/Athlete	606 324-9226
Trevor Holbrook	Student/Athlete	606 324-9226
Tim Boyd	Parent Representative	606 324-9226
Brad Greene	Principal	606 324-9226
Rex Cooksey	Athletic Director	606 24-9226
Jamie Gibbs	Girls' Basketball	606 324-9226
Fran Edwards	KHSAA Audit Team	859 299-5473
Gordon Bocoock	KHSAA Audit Team	859 299-5473

10. Comments

Based on observations during the Title IX Re-Visit on October 18, 2005 by KHSAA Audit Team Members, it is apparent that school personnel, community members and students are committed to providing an equitable program of athletic activities for both genders. The following points support this conclusion:

Given the limited enrollment at Fairview High School, a wide range of athletic offerings and the high levels of participation by females are commendable. Comments made during the interviews with coaches and students attest to the commitment to providing comparable athletic experiences for both male and female athletes. Also, the Gender Equity Review Committee is active and representative. To date, two Gender Equity Review Committee meetings have been held this school year, one in August and one in October. Additionally the Gender Equity Review Committee meeting conducted during the Re-Visit was extremely well attended by a broad cross section of the school community. Community support is also evidenced by donations that have contributed to improved facilities including the new weight room and the softball facility that is under construction.

Despite the progress that has been achieved in implementing the spirit and intent of Title IX, it is imperative that further improvements be undertaken to strengthen the athletic program. As stated previously, an action plan must be written and submitted to KHSAA office that addresses the inequity in locker room facilities located in the George Cook gymnasium. It is also suggested that the weight room be appointed in a manner that is more female-friendly. A review of the permanent Title IX file indicated that supplemental information, including all policies, minutes of Gender Equity Review Committee meetings from previous years and the Final Report from the initial Title IX Visit, should be housed at the school and copies maintained at the central office. Finally, the Gender Equity Review Committee is charged with the responsibility of developing a number of written policies as outlined in this report.

Fairview High School

"Committed To Excellence"

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PRINCIPAL

TONIA LUCAS
GUIDANCE COUNSELOR

JENNIFER HOWARD
SECRETARY


Title IX Corrective Action Plan

- To address the inequality in the size and accommodations of the male and female gymnasium locker rooms, the girls' and boys' basketball teams will rotate locker rooms each year, beginning with the girls' team occupying the larger facilities in August 2006.
- To ensure equal access to the weight room facilities, both male and female athletes will be assigned equal amounts of time for using the school weight room using the below schedule. Wednesdays will be scheduled with the athletic director on a first come, first served basis.


	Monday	Tuesday	Wednesday	Thursday	Friday
Week 1	Boys 3:30-5:00 Girls 5:00-6:30	Girls 3:30-5:00 Boys 5:00-6:30	Open Open	Boys 3:30-5:00 Girls 5:00-6:30	Girls 3:30-5:00 Boys 5:00-6:30
Week 2	Girls 3:30-5:00 Boys 5:00-6:30	Boys 3:30-5:00 Girls 5:00-6:30	Open Open	Girls 3:30-5:00 Boys 5:00-6:30	Boys 3:30-5:00 Girls 5:00-6:30

- To encourage female usage of the weight room and to create a welcoming environment for female athletes, equipment and posters designed for female athletes will be purchased and promoted.
- To recognize both male and female athletes' achievements in regional and state competitions, banners stating the accomplishment and year will be purchased and displayed in the gymnasium.

High School Title IX Coordinator


Brad Greene

District Level Title IX Coordinator


Rex Cooksey

