



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

(For schools re-visited during the 2012-2013 school year)

School: Fern Creek High School
 Prepared By: Gordon Bocock
 Date of Re-Visit: February 13, 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
- Improvement 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
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 in recent Annual Reports Fern Creek High School is not meeting the standard established in Test One for 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 the data submitted in the past three Annual Reports Fern Creek High School is not meeting the standard established in Test Two for 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: After reviewing the past two Student Interest Surveys and looking at the current athletic opportunities at Fern Creek High School it appears that the standard established in Test Three for provisions of athletic opportunities is currently being met.

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 surveys show that Fern Creek is meeting the needs and interests of the student athletes. The last survey shows some interest in the new sports activities being offered by the KHSAA. The Gender Equity Review Committee must be reminded that these reflected interests need to be investigated to see if they are real and genuine.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	x		Fern Creek is offering the activities that their students are interested in and there are plans to add even more opportunities in the future.
Equipment and Supplies	X		In the 2002 Audit Fern Creek was satisfactory in this area but the school was urged to establish a Uniform Rotation Plan. Noted problems with equipment storage space was pointed out. In 2004 the school received a second audit and again was advised to develop a uniform rotation plan. The Uniform Rotation Plan is now in place but the Gender Equity Review Committee needs to re-evaluate it as there were areas pointed out that could make the policy even better.
Scheduling of Games and Practice Time	X		In 2002 the school received a satisfactory in this area although it was reported that some coaches were unhappy with practice times. The school was advised to establish written practice schedules for all sports. A satisfactory was also given in 2004 as well as in 2013.
Travel and Per Diem Allowances	X		In 2002 the school received a satisfactory in this area although there were discrepancies on team and summary reports regarding the amount of monies spent for meals in various sports. The interviews revealed that student athletes were being transported in personal cars. In 2004 the school again received a satisfactory but the school was advised to develop a transportation policy to cover underage drivers. In 2013 the school had a much better Travel and Per-Diem Policy however several areas were pointed out that were not included in the policy and need to be reviewed by the Gender Equity Review Committee.
Coaching	X		The first two Audits revealed that the school was satisfactory in this area and the 2013 Audit remains with a satisfactory. The Gender Equity Committee needs to keep a close eye on this area as there appears to be some disparity in relation to compensation and accountability of coaches. Both of these areas need to be monitored by the Gender Equity Review Committee and school administrators for the provision of parity.

<p>Locker Rooms, Practice and Competitive Facilities</p>			<p>In the 2002 Audit this was an area that was deficient. Some locker rooms were under renovation however many athletic teams were not assigned a locker room. In 2004 there are still athletic teams that have no locker rooms assigned to them. After touring the dressing rooms in 2013 we found that all the teams are now assigned athletic dressing rooms. The Gender Equity Review Committee needs to take a tour of the dressing rooms and ascertain if further changes are needed. It was noted that several improvements have been made at the softball complex since the last school visit.</p>
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Medical and Training Facilities and Services	X		<p>At the time of the first two audits the school was satisfactory in this area. Both audits advised that a weight room schedule needs to be posted.</p> <p>With the 2013 Audit it was evident that the females now have equal access with schedule times now present for females.</p> <p>A very nice training room is in place that is well stocked.</p>
Publicity	X		<p>In 2002 the school received a satisfactory in this area however it was pointed out that there was disparity in the way the cheerleads were scheduled for boys and girls athletic activities.</p> <p>In 2004 the school received a satisfactory in this area but the school was advised to develop an Awards and Banner Policy.</p> <p>In 2013 the Cheerleading issues appear to have been addressed. An Awards and Banner Policy is now in place but the Gender Equity Committee needs to take a close look and update it to cover all the aspects within this benefit category.</p>
Support Services	X		<p>The school has had some problems in this area in the past because of improper and inaccurate reporting on the T-35 and T-36 forms. During the past year the school has had some issues with Booster Clubs. The Administration has since dissolved all booster club activities in regards to the Athletic Department.</p>
Athletic Scholarships	X		Does not apply to the students at Fern Creek High School
Tutoring	X		Does not apply to the students at Fern Creek High School
Housing and Dining Facilities and Services	X		Does not apply to the students at Fern Creek High School
Recruitment of Student Athletes	X		Does not apply to the students at Fern Creek High School

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

Fern Creek High School has put together good and growing Athletic Program. The Gender Equity Review Committee and the School Administration should re-evaluate all of their current policies so that all the student athletes are receiving equal treatment.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs:

Fern Creek High School did not receive any deficiencies during the 2013 Audit.

7. KHSAA Recommended Action in relation to new deficiencies:

No deficiencies were found during this audit.

8. KHSAA Recommended Action in relation to reoccurring deficiencies:

There are none.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Troy Johnson, Fern Creek High School
 9115 Fox Creek Road
 Louisville, Kentucky 40291
 502-485-8251

District Level Title IX Coordinator: Cheryl Walker, Jefferson County Public Schools
 3001 Crittenden Drive
 Louisville, Kentucky 40209
 502-485-3340

Name	Title	Telephone
Garrett Henry	Student Athlete	502-485-8257
Katlin Schultz	Student Athlete	502-485-8257
Patrick Padron	Swimming Coach	502-485-8257
Butch Bibb	Softball Coach	502-296-6680
Houston Barber	Principal	502-314-8900
Brenda Wheat	Parent	502-314-1227
Rob Robinson	In School Services	502-609-3368
Sharon Tippett	KHSAA Audit Team	859-299-5472
Gordon Boccock	KHSAA Audit Team	859-299-5472

10. Comments:

The KHSAA Audit Team would like to thank Mr. Barber and Mr. Johnson for their efforts to make this a successful Title IX Audit. It is obvious that they want what is best for the student-athletes at Fern Creek High School. The Gender Equity Review Committee needs to look at and re-evaluate all the schools policies.

No one showed up at the Public Forum and the Audit Team left the school at 3:15.