



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

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

School: **Fleming County High School**
Reviewed By: **Martha Mullins**
Date of Re-Visit: **November 22, 2004**
Telephone Number of Reviewer: **(859) 299-5472**

1. Completed Required Forms

Verification of Forms (Form GE-50)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Participation Opportunities Summary Chart (Form T-70)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Benefits Summary Charts (Forms T-71 & T-72)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Benefits Publicity (Form T-73)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Corrective Action Plan Summary Charts (Form T-74)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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
	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:

The school met the requirements for the test two out of the past three years.

- 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:

The school met the requirements of the test two out of the past three years.

- 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:

Soccer teams have been added in the last three years in response to interests expressed on the student survey. Opportunities for swimming competition have been provided for students on an individual basis. The most recent survey reflected interest in girls' tennis and boys' wrestling.

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

Comments:

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		
Equipment and Supplies	X		The quality of equipment and uniforms available for review were satisfactory. There is need for a written policy on the rotation of uniform purchasing.
Scheduling of Games and Practice Time	X		Boys' and girls' basketball schedules for home contests were reasonably balanced in terms of prime-time dates: Boys': 5/12 (42%); girls' 4/11 (36%).
Travel and Per Diem Allowances	X		
Coaching	X		The addition of more coaches for basketball and softball and less overlap of coaching assignments improved the athlete/coach ratio. Salaries appeared equitable. It is recommended, however, that the volleyball coach be given extended days salary to prepare for an early start of the volleyball season in the fall.
Locker Rooms, Practice and Competitive Facilities	X		Major improvement was noted on the softball field and in storage facilities. Locker room assignments appeared equitable.
Medical and Training Facilities and Services	X		The weight training program for all teams has improved greatly. Space dedicated to strength training and conditioning has been expanded. New equipment that can be used by both boys and girls has been purchased.
Publicity	X		A significant improvement in publicity and promotional material has been made. The school has two cheerleading squads. Both cheer at football games. For basketball games the squads alternate between boys' and girls' teams. There is need for written policies regarding banner and other athletic displays.

Support Services		X	There was major concern regarding the perceived inaccuracies and inconsistencies in the budget report, Form T-31 and Form T-32.
Athletic Scholarships	N/A		
Tutoring	X		
Housing and Dining Facilities and Services	X		Policies on the meal service provided teams at home and away competitions were generated.
Recruitment of Student Athletes	N/A		

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

The focus of the Corrective Action Plan was to make improvements to the softball field and to plan and assign storage areas for each sport. All projects have been addressed and completed for the most part.

6. Observed deficiencies in the overall boys and girls athletic programs

The school's permanent Title IX file was not organized, complete, or coherent. Because no minutes of meetings were kept, the validity and value of the Gender Equity Review Committee could not be assessed. Oversight of documentation concerning program operations appeared seriously lax. Approval for expenditures did not seem to be required by the principal.

7. KHSAA Recommended action in relation to new deficiencies:

(Practice and Competitive Facilities)

In regard to the softball field, more attention is needed to the center field area where the field is low in spots and to the need for a gate by the left field dugout. *Addressed on T-60*

(Support Services)

By **March 15, 2005**, school personnel will submit a written statement affirming that the school's permanent Title IX file has been generated, and that it is comprehensive. In addition, the statement should include confirmation that the format in which the file is organized is in keeping with accepted office management practice. A statement indicating where the original file is housed and where any copies are located should be included. The statement will be signed by the Athletic Director, the Principal, other appropriate school administrators, and the District Title IX Coordinator. *Not addressed*

~~Minutes have not been taken at meetings of the Gender Equity Review Committee since its inception. The principal will attach copies of the minutes taken at future meetings to the 2004-2005 Annual Report to the KHSAA, due **April 15, 2005**.~~ *OK*

By **March 15, 2005**, school personnel will submit a plan by which direct oversight of athletic purchases and expenditures by the principal is assured. *OK*

Not addressed
By **March 15, 2005**, school personnel will resubmit Forms T-31, T-32, T-70, and T-71, with corrected data; also, T-74, to reflect actual corrective actions planned each year, and the results and date(s) of any action taken. *N/A N/A ✓ ✓*

By **March 15, 2005**, school personnel will submit a copy of school policies on the following: *OK*

- A. uniform purchase rotation
- B. display of banners and other recognitions of athletic accomplishments

8. **KHSAA Recommended Action in relation to re-occurring deficiencies:**
None

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Charles Adams

District Level Title IX Coordinator: Tony Roth

Name	Title	Telephone
Charles Adams	Athletics Director	606-845-6601
Jeff Burke	Assistant Superintendent	606-845-5851
Chris Hord	Male Athlete	606-598-5472
Rick Hord	Parent	606-598-5472
Trish Hornsby	Girls' Soccer Coach	606-267-0680
Tammy Leadingham	Girls' Golf Coach	606-845-1855
Robert Orem	Volleyball Coach	606-845-6501
Maidson Phington	Female Athlete	606-845-1887
Tony Roth	District Title IX Coordinator	606-845-5851
Brad Sorrell	Principal	606-845-6601
Fran Edwards	KHSAA Auditor	859-277-0746
Martha Mullins	KHSAA Auditor	859-269-3394

10. Comments

Considerable progress has been made in the provision of Opportunities for female athletes to compete, and for the growth of sports in the district for young girls. Facilities for girls' sports and teams have vastly improved since the original on-site visit. The weakness of the programs is the lack of resources to evaluate practices and operations, which leaves the school in vulnerable positions.

Interviews with student-athletes reflected a lack of knowledge about overall program operations. They were concerned about the effectiveness of some coaches and about the lack of promotion of Spring sports, which affects girls' teams considerably. They were concerned also about lack of communication with off-campus coaches. It is recommended that school administration document the means by which coaching personnel is evaluated and include it in the school's permanent Title IX file. It is recommended as well that the Gender Equity Review Committee address the matter of promotion of spectator attendance at Spring contests. Since coaches' communication with high school athletes is such an important aspect of interscholastic athletics, it is suggested that school administration devise a plan by which off-campus coaches will be accessible to athletes on a regular basis.

The public meeting was attended by an Assistant Superintendent, the Principal, and the Athletic Director. Three parents came to the meeting with a Title IX concern centered around a district regulation prohibiting talented athletes in most sports at the middle school level to play on high school varsity teams. A highly skilled female basketball player was the focus. They were concerned that opportunity for the athlete to develop her potential was significantly affected by the regulation. The question was whether or not this was a Title IX issue. Because the regulation affected both boys and girls it was the opinion of the auditors that no discrimination was involved. Moreover, in terms of affirmative action, the school system had a record of increasing athletic opportunities for female students at both the high school and middle school levels.

The meeting adjourned at approximately 6:45 PM.

**KHSAA TITLE IX RE-VISIT
PARTICIPATION OPPORTUNITIES - SUMMARY CHART
2004-2005 SCHOOL YEAR**

3-14-05
3-26-05
Correction Form

		PARTICIPATION OPPORTUNITIES			
		TEST I (Proportionality)	TEST II (History)	TEST III (Interest)	
		COLUMN 1 PERCENTAGE OF TOTAL ENROLLMENT BY GENDER	COLUMN 2 PERCENTAGE OF TOTAL PARTICIPATION BY GENDER	COLUMN 3 PERCENT OF TOTAL PARTICIPATION BY GENDER ADDED IN THE PAST 5 YEARS	COLUMN 4 BASED ON RESPONSES TO THE INTERSCHOLASTIC SURVEY, WAS THERE SUFFICIENT INTEREST TO FORM A VIABLE INTERSCHOLASTIC TEAM NOT ALREADY PROVIDED? (Yes/No)
SCHOOL		Manning County			
SCHOOL YEAR:					
2001-2002		49%	46%	26%	y-soccer
2002-2003		50%	43%	22%	y-swimming
2003-2004		51%	49%	66%	y-Tennis
SCHOOL YEAR:					
2001-2002		51%	54%	2%	y-soccer
2002-2003		50%	57%	12%	y-swimming
2003-2004		49%	51%	16%	y-Whistling

Principal's Signature Burd Sorely

DIRECTIONS FOR COMPLETING EACH COLUMN ARE ENUMERATED ON PAGES 3 & 4



**KHSAA TITLE IX RE-VISIT
PARTICIPATION OPPORTUNITIES - SUMMARY CHART
2004-2005 SCHOOL YEAR**

3-14-05

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SCHOOL					
Planning Country					
SCHOOL YEAR:					
	2001-2002	320 49%	466 46%	146 26%	Y-Soccer
	2002-2003	344 220 50%	530 43%	170 22%	Y-Swimming
	2003-2004	376 51%	468 49%	176 68%	Y-Tennis
SCHOOL YEAR:					
	2001-2002	335 51%	512 54%	173 3 2%	Y-Soccer
	2002-2003	343 329 50%	507 57%	804 18 12%	Y-Swimming
	2003-2004	361 49%	49 51%	185 30 14%	Y-Wrestling

Principal's Signature Bud Jones

DIRECTIONS FOR COMPLETING EACH COLUMN ARE ENUMERATED ON PAGES 3 & 4

March 14, 2005

Dr. Martha Mullins:

Dr Mullins, all purchases of athletic equipment and all school purchases are approved or disapproved by our building principal Mr. Brad Sorrell.

Mr. Sorrell signs are purchase orders for athletic equipment that is purchased for athletics. The po must be approved by the principal before ordering any type of athletic goods.

This is an example of our purchase orders signed by the principal and all copies are logged for verification. We also keep reconciliation reports that can be printed out for further verification.

Principal Brad Sorrell

Athletic Director Charles Adams

Title IV Coordinator Jony Ross

Mr. Mullins
Does this include
Lester Club purchase
for athletic?
Please call
to Bruce Sorrell, Principal
We would be happy to
before purchase. Don't
Responsible Party. Don't
Order in 1-10 for 2004-2005

BILL TO:

PURCHASE ORDER
Fleming County High School
R.R. 2, Elizaville Rd.
Flemingsburg, Kentucky 41041
(606) 845-6601

NO. _____

This number must appear on
all invoices:

Funding Source: _____

Date: _____

SHIP TO: _____

Person Requesting Purchase: _____

QUANTITY	DESCRIPTION	UNIT COST	TOTAL COST

No Back Orders

Principal's Signature

Kentucky Sales Tax Exempt No. B977

(A new purchase order may be issued for

items not shipped)

White - Vendor's Copy

Yellow - School copy - Return to Central Office

with invoice when order received

Pink - Central Office Copy

AUTHORIZED SIGNATURE

March 14, 2005

Dr. Mullins:

I could not understand about the question of Banner achievements displays in the gym. After all on your first visit you thought everything was fine with all of our success displayed by banners. However when you and Ms. Edwards were here for the 5 year audit many of those were taken down to be washed and pressed. I am sorry but I did not realize that at the time. Everything is in tact now.

Principal *Paul Seidel*

Athletic Director *Charles Adams*

Title IX Coordinator *Jerry Roth*

Minutes of Equity Gender Meeting-04-05

Sept. 3/04- We went thru all the corrective action plans beginning with the 99 plan up to the present to see if all corrective actions had been made, discussed soccer at the secondary level whether to remain JV or varsity.

Jan. 22/05- Meeting before audit team arrived to make preparations for their initial visit checking with the records of our progress completions and discussing uniforms for the up coming year of minor sports.

March 29/05- Went back to finalize all corrective action plans update, to make sure all had been completed discussed the audit teams findings and what corrections are to be made. Discussed raise for Robert Orem girls volleyball coach.

Qualifications for Banners hanging in gym.

Based on- State winner, and or Runner-up
Regional winner, and or Runner-up
District winner, and or Runner-up
National winner, and or Runner-up
Conference- Champion

Rick Ross
Amanda Pearce
Carmy Robinson
Toss
Chait Adams
Chait Ford
Robert Orem
Sherry Nandy

Uniform Rotation Plan

05-06	Boys Track - Girls Track - Boys XC	Girls XC
	Boys Golf - Girls Golf	
06-07	Softball - Volley	
07-08	Boys Basketball - Girls Basketball	
08-09	Boys Baseball - Boys Swimming - Girls Swimming	
09-10	Girls Soccer - Boys Soccer - Football	

Note: At the current time all of our athletic uniforms are less than 3 years old.

Principal Paul Sorell

Athletic Director Cheryl O'Connell

Title IX Coordinator Joy Roth

OK
m
5/1/05

Kentucky High School Athletic Association
 2280 Executive Drive • Lexington, KY 40505 • (859) 299-5472 • (859) 293-5999 (fax)



February 14, 2005

Dear Martha,

I have reviewed your audit report of Fleming County High School and concur with your findings. You have requested the following information be provided to you by this school on the dates below:

- March 15, 2005 - Update of organized Title IX file
- March 15, 2005 - Plan to ensure oversight by Principal of athletic expenditures. *OK*
- March 15, 2005 - Resubmission of Forms T-81, T-82, T-70 and T-71 with corrected data. Also Form T-74. *to be resubmitted by SL*
- March 15, 2005 - Policies on uniform rotation plan and banner display plan.

Please make note of these deadlines for the submission(s) you have requested and be prepared to follow up on these no later than April 1, 2005. Please inform me when completion of your request has been met.

If I may be of any assistance to you, please give me a call.

Sincerely,

Larry Boucher
 KHSAA Assistant Commissioner

Please pay attention 4/1/05. Renewal process + renewed submission. Submittal information not given. Check re-submission accomplishment. H2



KHSAA

Title IX Audit Visit

Sign in Sheet

School: Blanchester
Date of Visit: 11-29-84

High School Title IX Coordinator: Charles Collins KHS 606-849-2781
 Name: Charles Collins Address: KHS Phone: 606-849-2781

District Level Title IX Coordinator: Jany Both Jimmy @ jany.both@khs-5851
 Name: Jany Both Jimmy Address: 606-849-5851 Phone: 606-849-5851

Personnel in Attendance at Audit Meeting

PLEASE PRINT

Name Title Phone Number

Charles Collins Athletic Director 606-849-6001
Jany Both Title IX Coordinator 606-849-5851
Mike Carroll Coach 606-849-6001
Joss Burke Assistant Supt 606-849-5851
Robert E. Ryan Supt 606-849-6501
Trish Hornsby Soccer 606-849-0688
Chris Ford Football Player 606-5598-5472
Madison Hingston Soccer Player 606-849-1887
Tammy Hedingham Golf (each HR) 606-849-1855
Pick Ford - Parent (HR) (859) 299-5472
Walt Huling (859) 299-5472
Don Edwards KHSAA (859) 299-5472