



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

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

School: Fort Campbell  
Prepared By: Gary W. Lawson  
Date of Re-Visit: December 4, 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

Title IX 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
	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 and rosters submitted to KHSAA in the annual Title IX reports, the school has not met the standard established in Test 1 for provision of athletic opportunities during any of the past three school years. The percentage of participation for females has not been within 3% of the percentage of enrollment during any of the past three school 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 data and rosters submitted to KHSAA have shown that the school has not met the standard established in Test 2 for provision of athletic opportunities during any of the past three school years. The T-2 form in the 2012-13 annual Title IX report shows that the school has added one female athletic team (varsity golf) with two current participants during the past five 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: The responses on the T-3 form, along with the documentation of steps taken to address the indicated interest in girls golf make it likely that the standard established in Test 3 was met in 2010-11 and 2011-12, but the failure to show evidence in the 2012-13 of any specific steps taken to address the indicated interests in archery (42 girls) and bowling (42 girls) make it likely that this standard is not currently being met. The rosters submitted show that the school offers 17 total teams for female competition compared to 18 total teams for male competition.

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

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities		X	<p>Both the March 25, 2003 and the November 2, 2005 Title IX school visit reports rated this area <i>Satisfactory</i>. The school appeared to be meeting the standards established in both Tests 1 and 3 for provision of athletic opportunities at the time of each visit. A review of the annual Title IX reports for the past three years indicate that the school is not currently meeting the standard established in any of the three tests for provision of athletic opportunities. <u>School officials were reminded that failure to provide equitable opportunities has been designated as the most serious deficiency for Title IX.</u> According to the most recent student athletic interest survey (2011-12) there was indicated interests in bowling (42 girls) and archery (49 girls). These interests need to be assessed for validity by the school. (See <i>KHSAA Recommended Action</i>.) The Title IX file was reviewed during the most recent visit. It was found to contain both the previous Title IX school visit reports, annual Title IX reports for the past five years, a current extra service pay schedule for coaches, a list of the current members of the Gender Equity Review Committee, game schedules for all school sponsored sports (see <i>Scheduling of Games and Practice Times</i> and <i>KHSAA Recommended Action</i>), an athletic handbook for student athletes, a facility usage schedule for the weight training room, guidelines regarding awards and recognition of athletic accomplishments (see <i>Publicity</i> and <i>KHSAA Recommended Action</i>), written designation of locker room and athletic storage space assigned each team, minutes for Gender Equity Review Committee meetings held during the past two years, a uniform review, rotation, and/or replacement plan, guidelines relating to travel and per diem (see <i>Travel and Per Diem</i>), and a copy of the school's Athletic Facility Emergency Medical Plan (KRS 160.445). School officials were encouraged to continue to develop a comprehensive Title IX file.</p>

Equipment and Supplies	X		<p>The 2003 report rated this benefit category <i>Satisfactory</i>, but did request the development of a uniform review, rotation, and/or replacement plan. The 2005 report gave this category a rating of <i>Satisfactory</i> stating the school did have a uniform replacement plan, but <u>it did not show provision of parity</u>. It was requested that the school make modifications and submit those to KHSAA. The most recent visit showed that a uniform rotation plan calling for a four-year cycle of review was in place for boys and girls cross country, boys and girls track, boys and girls tennis, boys and girls soccer, volleyball and wrestling. The sports of baseball and softball and boys and girls basketball are under a three-year cycle, and football is reviewed for replacement every two years. All uniforms viewed during the visit were of mid-to-high quality and appeared to be supplied in equitable quantities. According to data provided in 2011-12 and 2012-13 annual Title IX reports, the school was spending approximately \$146 per female athlete and \$158 per male athlete for equipment and supplies.</p>
Scheduling of Games and Practice Time	X		<p>The 2003 Title IX school visit report deemed this benefit category <i>Deficient</i> documenting the school was not providing equity in relation to scheduling of optimal playing times for female teams. The 2005 report rated this category <i>Satisfactory</i> stating that progress had been made in providing preferable playing times for female teams. Information gathered during the visit showed that the number of competitive events scheduled for teams of "like" sports was equitable except for softball (20 games) and baseball (39 games). (See <i>KHSAA Recommended Action</i>.) All shared practice facilities seemed to be scheduled equitably. <u>It was recommended that a copy of the practice schedule for the gym that was posted at the facility also become a part of the school's Title IX file.</u> The scheduling of athletic events during the most optimal playing times was discussed with school officials who were commended for the provision of parity regarding this benefit.</p>

Travel and Per Diem Allowances	X		Both the previous school visit reports rendered this benefit category <i>Satisfactory</i> . The review of the Title IX file during the most recent visit showed that guidelines for provision of equity were in place. <u>Upon receipt of this report, these guidelines should be expanded to fully address the mode of transportation regarding the requirements to be met when a van is used rather than a school bus.</u> (See <i>KHSAA Recommended Action</i> .) Information provided in the annual Title IX reports showed that the school was spending approximately \$73 per female athlete and \$110 per male athlete for travel and per diem.
Coaching	X		Both the 2003 and 2005 Title IX school visit reports deemed this benefit category <i>Satisfactory</i> . The school's athletic director is responsible for evaluation of all head coaches. There is no written instrument used as a part of this evaluation at the current time. The total amounts spent for coaching salaries for teams of "like" sports was comparable. A review of the extra service pay schedule for coaches showed parity. Information found in the 2012-13 annual Title IX report showed that the coach per participant ratio is equitable for both genders. It was learned during the school visit that 63% of the head coaches of girls teams were on campus employees while 67% of the head coaches of boys teams were employed on campus.
Locker Rooms, Practice and Competitive Facilities	X		<u>Both the 2003 and 2005 Title IX school visit reports rated this benefit category <i>Deficient</i>.</u> The 2003 report documented that the major factor in the deficient rating was the difference in amenities provided at the softball field compared to other outdoor athletic venues. The 2005 report stated that the school had failed to meet its own improvement plan goal which called for installation of lights at the softball field. The most recent visit showed that lights comparable to those at the baseball field have been installed at the softball field. Although this improvement is significant, there

<p>Locker Rooms, Practice and Competitive Facilities continued</p>			<p>are still some disparities that need to be addressed in order to bring about real parity. <u>The inspection of the facilities, as well as interviews conducted during the visit, revealed a need for improvement of the drainage system and the press box as well as provision of equipment storage space at the softball field.</u> (See <i>KHSAA Recommended Action</i>.) All the other equipment storage areas at the school seem to be provided equitably although it is very evident that this space is in short supply. Compared to the number of teams sponsored, locker room space is also in short supply. Four well maintained locker rooms located in the gym are shared by all boys and girls teams. These locker rooms appear to be assigned with parity as a priority. One office is provided for use by all coaches. The school is in the process of renovating a much larger office which coaches will use. (See <i>Support Services and KHSAA Recommended Action</i>.)</p>
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Medical and Training Facilities and Services	X		Both the earlier Title IX school visit reports designated this benefit category <i>Satisfactory</i> . The school has a large weight room located in the gym which is an area that is accessible to all student athletes. There was a usage schedule for this facility that showed equitable female access in the Title IX file. <u>Upon receipt of this report, a current copy of this schedule should be posted at the facility.</u> The weight training room contains equipment that is appropriate for use by female athletes. An athletic trainer is provided through a contract with the Baptist hospital. The training room has a posted schedule that indicates equitable access for all athletes. Free physical examinations for all student athletes are offered through Baptist Hospital.
Publicity	X		The 2003 and the 2005 Title IX school visit reports deemed this benefit category <i>Satisfactory</i> . According to information gathered during the visit, the school currently sponsors one cheerleading squad that is assigned to cheer at all home and away football games. The squad also cheers at an equal number of home boys and girls basketball games as monitored by the athletic director. The pep band plays at a selected number of home football games as monitored by the band director and an equal number of boys and girls basketball games as monitored by the athletic director. The Title IX file contained guidelines in this area that addressed the provision of letters and the posting of banners for team recognition in the gym. It is recommended that these guidelines be expanded to include the provision of athletic awards and post season banquets. (See <i>KHSAA Recommended Action</i> .) According to data included in the 2011-12 and 2012-13 annual Title IX reports, the school was spending approximately \$0.66 per female athlete and \$0.38 per male athlete for awards.
Support Services	X		Both the previous Title IX school visit reports rated this benefit category <i>Satisfactory</i> . The school currently has some booster support for

Support Services continued			all athletic teams except girls golf and boys and girls tennis. The majority of this support comes from concession stand proceeds. The concession stands are operated by parents of the participants. All funds spent for athletics are run through school accounts, and the purchase order process is followed. The provision of office equipment, supplies, and secretarial support is considered part of this benefit category. It was pointed out during the visit that access to computers in the coaching office favored coaches of male teams. School officials were cautioned to monitor this access to insure equity. (See <i>KHSAA Recommended Action</i> .) A review of athletic spending over the past two years showed that in 2011-12 these expenditures were within generally accepted parameters for the provision of parity for a football-playing school. Approximately \$571 was spent per male athlete and \$505 per female athlete. In 2012-13, these expenditures <u>favored male athletes slightly</u> —approximately \$505 per male athlete and \$389 per female athlete. <u>School officials were reminded to closely monitor these expenditures so that no disparity continues over a two-year period.</u>
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

5. Brief Summary/Analysis of the Title IX Improvement Plan (Form T-60)

The school's most recent T-60 forms call for the following:

- adding windscreens at the softball and baseball fields;
- upgrading both boys and girls locker rooms;
- updating the school's track;
- adding a flag pole and press box at the softball field;
- reupholstering benches in the weight room;
- expanding the tutoring program for student athletes.



6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The one deficiency assigned as a result of the December 4, 2013 visit is in the area of **Accommodation of Interests and Abilities**. The school has not provided any documentation that it has met the standards established in any of the three tests for provision of athletic opportunities.

There are also **areas of concern** within the benefit categories of *Travel and Per Diem Allowances, Publicity, Scheduling of Games and Practice Times, Locker Rooms, Practice and Competitive Facilities, and Support Services* that need to be addressed in an attempt to insure that equitable benefits are provided.

7. KHSAA Recommended Action in relation to new deficiencies

(Accommodation of Interests and Abilities) On or before **April 10, 2014**, the school is to submit to KHSAA the steps being taken to pursue the authenticity of the indicated interests in bowling and archery. This documentation should include, but not be limited to, records of meetings held for both students and parents interested in beginning these sports. If these meetings indicate that these interests are genuine, then there should be documentation of plans to assess geographic feasibility or to add these sports should be included.

Although the following categories are not currently rendered to be deficient, the following **areas of concern** are to be addressed in an effort to insure that equitable benefits are provided.

(Scheduling of Games and Practice Times) On or before **April 10, 2014**, the school is to submit to KHSAA completed schedules for the softball and baseball teams that show parity in relation to the number of competitive events scheduled for both teams.

(Support Services) On or before **April 10, 2014**, the school is to submit to KHSAA written documentation of steps taken or oversight provided to insure that coaches of girls teams have equitable access to the computer(s) in the coaches' office. This written documentation is to be signed by the school's athletic director, principal, and volleyball coach.

(Locker Rooms, Practice and Competitive Facilities) On or before **April 10, 2014**, the school is to submit to KHSAA a written plan for upgrading the following amenities at the softball field:

- drainage system;
- equitable storage equipment space;
- equitable press box.

This plan should include the specific changes to be made with realistic completion dates. This document should also be a part of the school's April 30, 2014 Title IX improvement plan until each project is completed.

(Publicity) On or before **April 10, 2014**, the school is to submit to KHSAA an expansion of the current guidelines for provision of parity in this category to include athletic awards and post season banquets.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

The deficiency designated in the area of *Locker Rooms, Practice and Competitive Facilities* in both the April 25, 2003 and the November 2, 2005 school visit reports has been addressed by the installation of lights at the softball field. It should be sated again that there are still some disparities between the softball and baseball facilities that should be resolved. These disparities are addressed in the **areas of concern** section of this report.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Patricia Keenan, 1710 Beckwith Dr., Fort Campbell, KY 42223  
(931) 431-5056

District Level Title IX Coordinator: Patricia Keenan, 1710 Beckwith Dr., Fort Campbell, KY 42223  
(931) 431-5056

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Hugh McKinnon	Principal	(270) 640-1219
Melyssa Moulden	Girls Volleyball Coach	(270) 640-1219
Greg Spence	Softball	(270) 640-1219
Angie Rangel	Student Athlete	(270) 640-1219
Christian Berry	Student Athlete	(270) 640-1219
Tony Butler	Football Coach	(270) 640-1219
Patricia Keenan	Athletic Director	(931) 431-5056
James Strait	Assistant Principal	(270) 640-1219

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 3:30 CST.