



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

(For schools re-visited during the 2009-2010 school year)

School: **Ft. Knox High School**
 Prepared By: **Gary W. Lawson**
 Date of Re-Visit: **February 26, 2010**
 Telephone Number of Reviewer: **(859) 299-5472**
 Reviewed By: **Darren Bilberry, Asst. Commissioner**

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)

	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 data and calculations submitted by the school, it has not met the standard established in Test 1 for provision of athletic opportunities 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: According to data and calculations submitted by the school, it has not met the standard established in Test 2 for provision of athletic opportunities during any of the past three school 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: According to data and responses submitted by the school, it has met the standard established in Test 3 for provision of athletic opportunities during each of the past three school years.

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

Comments: According to data submitted by the school, it received an 85% return rate on its most recent student athletic interest survey.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>The responses and information submitted by the school indicate that the standard established in Test 3 for the provision of athletic opportunities has been met during each of the past three school years, and it is currently meeting that standard. The responses on the T-3 form appear to be supported by the data on the most recent student athletic interest survey. The school currently offers all KHSAA sanctioned sports for girls at the varsity level. There are 21 teams offered for boys and 17 teams offered for girls participation. It was recommended that school officials continue to closely monitor the student survey for interest in girls teams at the junior varsity and freshman levels. A KHSAA representative reviewed the school's Title IX file. The file was found to contain the school's original audit report (April 2, 2001), annual reports to KHSAA for the past five years (T-65's were attached for the past three years only), an extra service pay schedule for coaches, sample game schedules for all sponsored sports, a student-parent handbook which included a section relating to athletic requirements, sets of constitutions and by-laws for booster clubs, written facilities usage schedules for all shared athletic facilities, written team practice schedules, written guidelines regarding awards and recognition of athletic accomplishments pertaining to both genders, written designation of locker room space and athletic storage space assigned to each team, written minutes for all Gender Equity Review Committee meetings for the past three years, a written uniform review, rotation and/or replacement plan, and written guidelines relating to provision of travel and per diem. School officials were commended for the development and maintenance of a very comprehensive and well organized Title IX file.</p>

Equipment and Supplies	X		The April 2, 2001 audit report requested that an equitable uniform review and/or replacement plan be developed and implemented. The recent visit showed that a plan has been developed based on a three-four year rotation. Both the quality and quantity of uniforms, equipment, and supplies appeared to be comparable for both boys and girls. According to the 2008-09 annual report and the re-visit report, spending in this area showed equivalence.
Scheduling of Games and Practice Time	X		According to information provided on the re-visit form, the number of competitive events scheduled for "like" sports appeared equitable. The recent visit showed that shared practice facilities are scheduled equitably. According to the school's 2008-09 post season results on the KHSAA website, the girls basketball team played 40% (2/5) of their home games on prime dates. A review of game times indicated that prime time standards were also being met. The school's 2009-10 girls basketball schedule indicates that 43% (6/14) of their home games will be played on prime dates.
Travel and Per Diem Allowances	X		The recent visit showed that equitable written guidelines have been developed for the provision of travel and per diem. According to the re-visit report and the 2008-09 annual report, the school was spending approximately \$196 per female athlete compared to \$170 per male athlete for travel and per diem.
Coaching	X		The school was rendered deficient in this area by the April 2, 2001 audit report. The major reason for this deficiency was the salary discrepancy between the head baseball and head softball coaches. A review of the current extra service pay schedule indicates that this disparity has been eliminated. The salary schedule, as well as the school's annual report, shows parity for all coaches. The school's 2008-09 annual report documents the number of coaches provided for "like" sports is comparable. According to the school's re-visit report, 77% (7/9) of the girls head coaches are on-campus employees while 60% (6/10) of the boys head coaches are employed on campus.

Locker Rooms, Practice and Competitive Facilities	X		Both the locker rooms and equipment storage facilities appear to be provided and assigned for sharing on an equitable basis. All the competitive and practice facilities reviewed during the visit seem to show parity except in regard to the amenities provided at the baseball field which appear superior to those provided at the softball field. The school is in the process of reducing this disparity. A plan is currently in place to upgrade the softball field by constructing a concession stand with public restrooms and a new press box. These projects are projected to be completed within this calendar year. It was also recommended that an outdoor hitting cage be part of this project since one is provided adjacent to the baseball field. (See KHSAA Recommended Action.)
Medical and Training Facilities and Services	X		The April 2, 2001 audit report deemed this category to be satisfactory, but requested that the school develop and post an equitable usage schedule for the weight training facility. The recent visit showed that the school provides a large and very well equipped weight training room with an equitable usage schedule that is posted. The weight training room has a significant amount of equipment that is appropriate for use by female athletes. No athletic trainer services are provided for athletes at the school, but every practice and competitive facility is within five minutes of the post hospital. Four days are designated during the summer for students to receive free athletic physical examinations at the post hospital.
Publicity	X		The school currently sponsors two cheerleading squads (Varsity Football and Varsity Basketball). The method of selection of these squads appears to provide equity in relation to quality of support. The varsity football squad cheers at all varsity football games—home and away—as well as all post season contests. The varsity basketball squad cheer sat all home games, away games with district opponents, and all post season games for both the boys and girls basketball teams. The school's pep band performs at two home football games and games versus Ft. Campbell whether home or away. The pep band also

Publicity Cont'd			plays at all home boy/girl doubleheader basketball games. Total spending for publicity appears to show parity on the school's re-visit form.
Support Services	X		The school currently has booster club support for all teams except girls and boys cross country, girls and boys tennis, and girls and boys golf. A representative of each club must sign a copy of the school's "Constitution and By-Laws for Booster Clubs" each year. All booster clubs are responsible to the Garrison Commander in relation to spending for athletic benefits. According to data on annual reports, total spending for athletic benefits has been well within acceptable parameters both on a percentage and per athlete basis during the past two school years.
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

The school's most recent Corrective Action plans call for the following:

- resurfacing the track;
- renovation of the school gymnasium;
- resurfacing the tennis courts;
- upgrading girls basketball locker rooms;
- formation of a unified booster club for all sports;
- renovation of the softball field.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major deficiencies were designated as a result of the recent school visit.

The one area of concern that needs to be addressed is the provision of equitable amenities at the girls softball field.

7. KHSAA Recommended Action in relation to new deficiencies

Although no new deficiencies were designated by this audit report, there is one disparity that should be addressed in order to maintain the current *non-deficient* status.

(LOCKER ROOMS, PRACTICE and COMPETITIVE FACILITIES)

The school's Corrective Action Plan (T-60) in the April 15, 2010 annual report is to include progress being made in relation to current upgrades at the softball field. These upgrades are to include, but not necessarily be limited to, provision of a concession stand with public restrooms, provision of a press box and an outdoor batting cage. A realistic completion date should be included for the entire project on the submitted plan.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

The deficiency designated on the April 2, 2001 audit report in the area of *Coaching* appears to have been successfully addressed through the equalization of coaching salaries for all "like" sports.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: **Jackie Prather, 266 Main St., Fort Knox, KY 40121**
(502) 624-5332

District Level Title IX Coordinator: **Jackie Prather, 266 Main St., Fort Knox, KY 40121**
(502) 624-5332

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 875-3817
Sarah Turner	Principal	(502) 624-3697
Jackie Prather	Co-Athletic Director	(502) 624-5332
Lisa Croley	Parent	(502) 515-3748
Jennifer Masm	Co-Athletic Director	(270) 307-1561
Chris May	Student Athlete	(412) 378-7699
Deborah Hibberd	Assistant Principal	(502) 624-6647
Ashley Croley	Student Athlete	(502) 515-3748

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 3:15 EST.