



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

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

School: **Frankfort High School**
 Prepared By: **Gordon D. Bocock**
 Date of Re-Visit: **November 16, 2009**
 Telephone Number of Reviewer: **(859) 299-5472**
 Reviewed By: **Darren Bilberry, Assistant 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 the data submitted by the school, it appears that the school has not met the standard of proportionality Test (T-1) for the 2008-2009 school years. Additional data provided by the school demonstrated that the school has not met this standard for the previous two years as well.

- 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 by the school, it appears that the school has not met the History of Continuing Practice of Program Expansion Test (T-2) for the 2008-2009 school years. Additional data provided by the school demonstrated that the school has not met this standard for the previous two years as well.

- 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 the data submitted by the school, it appears that the school has met the standard of Full and Effective Accommodations and Interests and Abilities Test (T-3) for the 2008-2009 school years.

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

Comments: For the past 5 years the student interest survey has indicated a strong interest in Volleyball. For the 2008-2009 school year the school documented that they were trying to find out if this interest was actually real. A new student interest survey is to be given before the 2009 Christmas Vacation and if the interest is shown again in Volleyball the Gender Equity Review Committee is to work with the Athletic Director to come up with various methods in a Corrective Action Plan to see if the interest is real and genuine. All steps taken to see if this interest is real and genuine should be documented and placed in the minutes of the Gender Equity Review Committee meeting.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>Frankfort has administered the Student Interest Survey on a regular basis as recommended and until last year very little documentation has been shown that would show the school has made any attempt to see if the student interest in adding Volleyball is real and genuine. The Gender Equity Review Committee is to work with the Athletic Director and give a new Student Interest Survey and if the interest is again shown in volleyball then the committee is to take the following action;</p> <ul style="list-style-type: none"> • The committee is to set forth a step by step corrective action plan that will indeed show that the interest is real and genuine. All action is to be documented in the minutes of the Gender Equity Review Committee and be forwarded to the KHSAA with the Annual Report on April 15, 2010.
Equipment and Supplies	X		<p>The quality of uniforms in all sports is good. The Uniform Rotation Plan for all sports needs to be re-evaluated by the Gender Equity Review Committee each year and this action should be reflected in the Committee Minutes and updated copies of the policy should be kept in the schools permanent Title IX file.</p>
Scheduling of Games and Practice Time	X		<p>There appears to be very good cooperation in like sports that have to share the same practice and competition facilities. Prime Time scheduling is good at this time. The Gender Equity Committee needs to double check Prime Time scheduling for girl's basketball as they approve the sports schedules for each year.</p>
Travel and Per Diem Allowances	X		<p>There are some School Board Policies that relate to travel. The Gender Equity Review Committee needs to review the school Travel Policy that deals with all aspects of travel relating to athletic trips by all student-athletes. A copy of the School's Athletic Travel Policy should be in the school's permanent Title IX file. The schools current method of not reporting travel expenses is very close to having the school deficient in this area.</p>

Coaching	X	<p>It appears that all the student-athletes at Frankfort High School are receiving quality coaches at all levels in all sports. It is noted that a very small portion of these coaches are female. A copy of the Frankfort School Board Coaches Stipend and payment plan should be placed in the schools permanent Title IX file each year.</p>
Locker Rooms, Practice and Competitive Facilities	X	<p>There are no dressing facilities or athletic facilities at Frankfort High School. The school gymnasium is located some two blocks from the school and there is a boy's locker room and a girl's locker room. These dressing rooms are used by the two basketball teams. The old gym had many storage areas that appear to be used by all the various teams at Frankfort High. The Football Complex is located across town where the coach's office and dressing facilities are located in an old school building that is no longer being used.</p> <p>All the other sports venues are located at different places throughout Frankfort and no dressing facilities are available at the venues.</p>
Medical and Training Facilities and Services	X	<p>It appears that the student-athletes in all sports are treated equally in regards to physicals. A school trainer is provided and has a room set up at both the gymnasium and football field house. Trainers hours were not posted so student-athletes would know when they would be available for students to come in for treatment. The weight room at the Football Field House is tailored to the sport of football. It is not female friendly and very much in need of repair and janitorial services. Several liable and/or safety issues are present in this domain. It is suggested that the Gender Equity Review Committee visit and tour this facility and make Corrective Action Plans to make this area safe for all athletes.</p> <p>A very nice weight room is present in the gymnasium that is more female friendly.</p> <p>The old stage in the gym has been converted into an indoor pitching and hitting facility for the baseball and softball teams and it has a padded floor which the cheerleaders can utilize as a practice area.</p>
Publicity	X	<p>In interviews with the student-athletes and the</p>

			coaches it appears that basically all of the sports have banquets at the season's end. Many of the past Annual Reports indicate that some sports spend \$ 000.00 dollars on awards and at times like sports have a huge difference in awards spending, this is very much a potential red flag area. The Gender Equity Review Committee is to look at the total Awards Policy for Frankfort High School and put forth a step by step Corrective Action Plan to assure that all athletes in all sports are on an equal basis.
Support Services	X		The Gender Equity Review Committee needs to look over the Yearly Report prepared by the Athletic Director to double check that all budget expenses are being reported correctly, especially in regard to travel and awards.
Athletic Scholarships			Does not apply to Frankfort High School.
Tutoring			Does not apply to Frankfort High School.
Housing and Dining Facilities and Services			Does not apply to Frankfort High School.
Recruitment of Student Athletes			Does not apply to Frankfort High School.

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

- Frankfort High School is providing some excellent opportunities for the student-athletes. A small high school with low enrollment numbers means that the students are being asked to compete in many sports, sometimes more than one per sports season. With that in mind it is easy to simply say we can not add any more sports. Even though this is a legitimate problem the school must still present the Student Interest Survey and see what the next group of students coming through are interested in. The 2009-2010 school year is the time for yet another survey so the Gender Equity Review Committee needs to look at the results of the new survey and put a corrective action plan into place that will help them determine if this interest is real and genuine. This corrective action plan and all minutes of the 2009-2010 Gender Equity Committee should be sent to the KHSAA with the April 15 Annual Report.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

- Although not deficient at this time the Gender Equity Review Committee needs to **tour** the facilities and locker rooms and make note of any differences and set forth any corrective action to make sure that the boys and girls at Frankfort are getting equal treatment. This tour should be done not just for equity issues, but for various safety issues that were pointed out during the tour the Audit Team had during this visit. It is recommended that this tour be done on an annual basis at the beginning of each school year.
- The school has made some improvements since the original visit, especially correcting the two areas they were deficient in. Careful attention needs to be given to the T-35 and T-36 report to assure accurate reporting of expenses by each of the athletic teams as well as booster spending for each sport.

7. KHSAA recommended action in relation to new deficiencies

Note: Although the school was not given a deficiency there are still several areas of concern. The following actions are recommended to be taken by school officials.

- ✓ Submit to the KHSAA written minutes of the schools' Gender Equity Review Committee meetings for the 2009-2010 school year with the annual Title IX report.
 - ✓ Submit to the KHSAA no later than April 15, 2010 a written report of the Gender Equity Review Committee tour of the facilities and their findings.
 - ✓
 - ✓ Submit to the KHSAA no later than April 15, 2010 a corrective action plan on the schools current Awards Policy. This corrective action plan should include the following.
 - How athletes letter in each sport
 - How athletes will be recognized at the end of the season in each sport
 - How individual athletes get recognized in each sport (retired jerseys, pictures or banners, etc.
 - Hall of Fame recognition for all athletes (not just a football hall of fame)
 - ✓ The committee is to set forth a step by step corrective action plan that will indeed show that the interest is real and genuine in regards to the results of Student Interests Surveys. All action is to be documented in the minutes of the Gender Equity Review Committee and be forwarded to the KHSAA with the Annual Report on April 15, 2010.
 - ✓ The schools current method of not reporting travel expenses is very close to having the school deficient in this area. A Corrective Action Plan should be put together and a Travel Policy should be put in place so that the Athletic Department can put forth an accurate listing of monies spent sport by sport in all aspects of travel. A copy of this Corrective Action should be forwarded to the KHSAA with the April 15, 2010 Annual Report.
8. KHSAA Recommended Action in relation to reoccurring deficiencies . . . at this time there were no deficiencies but in a few areas a potential red flag was present. With the Corrective Action Plans recommended the school will be taking steps to remove these potential red flags.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Craig Foley – Frankfort High School Athletic Director
 328 Shelby Street
 Frankfort, Kentucky 40601
 502-803-5370

District Level Title IX Coordinator: Craig Foley – Frankfort High School Athletic Director
 328 Shelby Street
 Frankfort, Kentucky 40601
 502-803-5370

Name	Title	Telephone
1 Louann Hodge	Cheerleading/Social Worker	502-875-8655
2 Paul Looney	Frankfort Board of Education	502-545-0350
3 Mary Penn	Frankfort High Bookkeeper	502-875-8655
4 Aubrey Penn	Student Athlete	502-229-7713
5 Rich Crowe	Superintendent	502-803-5721
6 Lisa Frye	Teacher – Archery Coach	502-395-1798
7 Edward Fields	Track and Field Coach	502-803-1176
8 Evan Wright	Student Athlete	502-227-4020
9 Sherrill Smith	Associate Superintendent	502-875-8661
10 Anthony Russell	Baseball Coach	502-330-8298
11 Donald Perry	Community Member	502-803-0413
12 Greg Miklavcic	School Board member	502-320-9061
13 Melissa Wainwright	Principal	502-875-8655
14 Carson Webb	Girls Soccer Coach	502-863-7455
15 Singer Buchanan	Boys Tennis Coach	502-803-5370
16 Craig Foley	Athletic Director/Football Coach	502-803-5472
17 Martha Mullins	KHSAA Audit Team	859-299-5472
18 Gordon Boccock	KHSAA Audit Team	606-271-0714

10. Comments A Public Forum was scheduled for 5:00 in the School Library but no one attended the meeting.