



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

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

School: **Franklin Simpson High School**
Prepared By: **Gordon Bocock**
Date of Re-Visit: **January 28, 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: After discussion with the administration, it appears that there were errors in the reporting of participation numbers for male and female athletes. Based on that information, it appears that Franklin Simpson High School does not meet the standard for test 1.

- 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: It appears that Franklin Simpson High School does not meet the standard for test 2.

- 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: Based on the results of the most recent student interest survey and the addition of swimming in 2007-08, it appears that Franklin Simpson High School has met the standard for test 3.

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 survey, given in 2007-08, was administered to students in grades 8-11 with a 95% return. Based on this data, it appears that the survey is accurate in relation to the assessment of interests and abilities for Franklin Simpson High School.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	x		Based on interviews with administration, students in grades 8-11 are surveyed. This data was collected and compiled by the athletic director.
Equipment and Supplies	x		It appears that all uniforms are of equitable and like quality. A uniform rotation plan was in place to be reviewed by the Gender Equity Committee.
Scheduling of Games and Practice Time	x		Based on the review of schedules, it appears that the prime time/date scheduling requirement has been met. Schedules were viewed of practice/game times for all shared and non-shared facilities. It appears that schedules were done on a fair and equitable basis with a rotation in place for those shared sites.
Travel and Per Diem Allowances	x		Based on interviews with administration, coaches and athletes, transportation to all contests are provided by the school. There is no policy in place for travel or per diem allowance.
Coaching	x		Based on interviews with administration, any disparity in coaching salaries for like sports were attributed to an increment given based on years of experience. Documentation showed percentage increments to be equal for like sports. Each sport has a designated office space in the high school. Athletes interviewed were very positive about the coaches; their support and accessibility.
Locker Rooms, Practice and Competitive Facilities	x		All sports teams have assigned and designated locker room areas. With the exception of tennis, swimming, and golf, all competitive facilities are on campus. Since the original audit in 2001, the development of a softball complex, 2 soccer game fields, a cross country course, female specific weight room and indoor practice facility has been completed. The school is to be commended for its progress in this regard.

Medical and Training Facilities and Services	x		Physicals are made available to all athletes at no cost. A separate weight room exists for males and females. Scheduling is done through the athletic director. An athletic trainer is available and accessible for all sports. There is no designated office space, time schedule or contact information for the athletic trainer.
Publicity	x		Each sport sponsors an awards banquet at the end of each sport season. There were many areas of recognition viewed by the auditors on the site visit, however, no award policy or criteria for recognition exist. Auditors discussed with the administration the importance of reporting all awards expenses for all sports.
Support Services	x		Cheerleaders appeared to be in compliance in regard to equity between girls and boy's events. Since the development of a dance team, the same procedure of equity must follow.
Athletic Scholarships	N/A		
Tutoring	N/A		
Housing and Dining Facilities and Services	N/A		
Recruitment of Student Athletes	N/A		

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

The school has done a good job in recognizing needs and implementing these needs into a Corrective Action Plan. There does not seem to be any follow up on action taken by the Gender Equity Committee. The Gender Equity Committee needs to take a close look at all of the Athletic Department policies and they need to be placed in the school's permanent Title IX file. The Athletic Directors needs to get the Gender Equity Committee move involved and then make note of this involvement in the actual minutes of the committee meeting. The Gender Equity Committee is encouraged to continue to look at not only current needs but to have a long range plan and corrective action that meets future needs.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

At the present time there are no overall deficiencies found in the girls and boys programs.

7. KHSAA Recommended Action in relation to new deficiencies

At the present time there are no overall deficiencies found in the girls and boys programs but there are some areas that are border line and need to be looked at by the Gender Equity Committee . . .

- The 2010 Student Interest Survey needs to be given in the very near future and the Gender Equity Committee needs to take a serious look at the interest of the students. A copy of the Survey and the corrective action plan needs to be sent to the KHSAA with the April 15, 2010 annual report.
- The Gender Equity Committee needs to re-evaluate the current Uniform Rotation Plan and then vote to accept the policy. A copy of the new Uniform Rotation Plan needs to be sent to the KHSAA with the April 15, 2010 yearly report as well as a copy of the committee minutes that reflect the vote.
- The Gender Equity Committee need to develop a Travel Policy. A new policy should be developed that would include all aspects of Travel and Per-Diem. A copy of the new Travel and Per-Diem Policy needs to be sent to the KHSAA with the April 15, 2010 annual report as well as a copy of the committee minutes that reflect the vote.
- The Gender Equity Committee needs to look at ways to allow female student-athletes to better utilize the weight room facilities. and to develop a corrective action plan. This could be accomplished by adding some female friendly posters, some lighter weights and bars, and smaller belts. It was discussed with the Athletic Director to offer some professional development for the coaches to better prepare them to train female athletes in the weight room.
- The Gender Equity Committee needs to address the issue of the athletic trainer. Some are unsure whether he is actually a trainer or someone just filling the position. There appears to be no set time for this individual so that coaches, athletes and parents would know when they can contact the trainer with questions or seek treatment.
- The Gender Equity Committee needs to develop an Awards Policy and make sure that it is updated to include all the areas of awards. After looking at the last annual report it is obvious that all end of year banquets were not being recorded in budget expenses. The committee needs to double check to see that all expenses are being reported correctly on the T-35 and T-36 forms. A copy of the new Awards Policy needs to be sent to the KHSAA with the April 15, 2010 yearly report as well as a copy of the committee minutes that reflect the vote.
- The Gender Equity Committee needs to insure that all Booster Clubs have written agreements. It appears that all booster clubs are not operating by the same policies and procedures and the Committee needs to put the Corrective Action plan in place that would make everything equal for all the student athletes. Make sure that this action is documented in the minutes that will be sent to the KHSAA.
- The Gender Equity Committee needs to become familiar with the T-1 form and make sure that the number of student athletes is reported correctly

8. KHSAA Recommended Action in relation to reoccurring deficiencies

The Gender Equity Committee needs to have several meeting between now and April 15 to put together corrective action plans and develop policies that will benefit the current student athletes at Franklin Simpson High School as well as those for years to come

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Tim Schlosser, 400 S. College Street, Franklin, Ky.
270-586-0677

District Level Title IX Coordinator: Shelia Baugh, 305 S. College Street, Franklin, Ky.
270-586-8877

Name	Title	Telephone
Shelia Baugh	District Title IX Coordinator	270-586-8877
Bianca Bryant	Female Student Athlete	270-223-0463
Steve Cauley	Softball Coach	270-586-3273
Bridgett Crawford	School Board Member	270-792-2046
Darby Haas	Volleyball Coach	270-586-4401
Lex Lindsey	Girls Basketball Coach	270-535-0688
Jonathon Pedigo	Male Student Athlete	270-776-5384
Tim Schlosser	Athletic Director	270-586-0677
Patrick Vejr	Principle	270-586-8508
Noel Williams	Parent	270-586-8797
Kathy Johnston	KHSAA Audit Team	859-494-2509
Gordon Bocock	KHSAA Audit Team	606-271-0714

10. **Comments** There was no one present for the public forum. The KHSAA Audit Team would like to thank everyone involved with this Audit for the warm welcome we received. The time schedule was observed and everything went smoothly because the Athletic Director had things organized and in place. The uniforms were laid out and easy to observe and the school's Title IX file was well organized and easy to find the necessary documents. Mr. Schlosser was very helpful and answered all questions as we toured the athletic facilities. The three students we that we talked with were well informed with Gender Equity issues and have attended meetings and seen the various reports. These three student athletes have really enjoyed the time they have spent at Franklin Simpson High School. The female coaches were very responsive and are pleased with the progress that Title IX has made at Franklin Simpson High School. The Athletic Director and the Principal showed up for the interview period but the District Title IX Coordinator was not present.