



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

(For schools re-visited during the 2012-2013 school year)

School: Garrard County High School
 Prepared By: Gordon Bocoek
 Date of Re-Visit: Thursday, October 18, 2012
 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
- Improvement Plan Summary Charts (Form T-60) Yes No

2. Opportunities Component of Title IX Compliance

Area of Compliance:
(Check One or More)

X	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 and reports submitted Garrard County High School has been in compliance in this area for 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: According to the data and reports submitted, it does not appear that Garrard County High School is currently meeting the standards 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: With the data that appears in the Garrard County High School Title IX File and in their Annual Reports it does appear that the school has been in compliance for the requirements of 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 Student Interest Survey supports the documentation as reported on the T-3 form. In the 2011-2012 Survey the students in 8th, 9th, 10th and 11th grades were surveyed. Seven hundred and forty surveys were given out and 83% of the surveys were returned.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	Satisfactory		<p>At the present time the Accommodation of Interests and Abilities is satisfactory. With all the new KHSAA offerings the Gender Equity Review Committee is encouraged to keep up with the Student Interest and to document in the committee minutes and/or Improvement Plans the possibility of Garrard County High School adding the sports of Bowling, Archery and Fishing in the future. The Gender Equity Review Committee needs to put together a plan to determine if the interest shown on the latest survey is real and genuine. This plan needs to be reported with a step by step Improvement Plan that addresses the Student Interest at Garrard County High School. A copy of the 2012-2013 Gender Equity Review Committee Minutes are to be sent to the KHSAA with the April 15th Annual Report.</p>
Equipment and Supplies		Deficient	<p>This is the third Title IX Audit at Garrard County and the first two audits showed this area to be satisfactory. At the previous audits in 2001 and 2005 the school was asked to develop a Uniform Rotation Plan, however there still is not one in place. Therefore this is an area that will be deficient until an Improvement Plan is put in place and the Gender Equity Review Committee comes up with an acceptable Uniform Rotation Plan. A copy of the new Uniform Rotation Plan is to be sent to the KHSAA with the April 15th Annual Report.</p> <p>The athletic tour and the coach/student interviews gave all indications that the sports related equipment are of a high quality.</p>
Scheduling of Games and Practice Time	Satisfactory		<p>Schedules for sharing of facilities of like sports are printed and posted and it appears that there is equality.</p>

Travel and Per Diem Allowances		Deficient	<p>After the first two audits the school was listed as Satisfactory in regards to Travel and Per-Diem, however some issues were discussed and the school was asked to monitor some areas of concern. In 2005 the school was asked to develop a Travel and Per-Diem Policy that would deal with what appeared to be a lack of parity in the meals provided for the various teams. At the time of the this audit the following travel concerns exist . . .</p> <ul style="list-style-type: none"> ➤ The interviews pointed out that some sports provide meal money to athletes while in other sports the athletes are on their own in regard to this issue. ➤ The interviews pointed out that one boys sport is provided a total team meal by the community every Thursday night during the season. ➤ A new high school exists but the vast majority of the athletic facilities are still at the old school and no travel plan is in place to assure that travel to the old practice facilities are safe and equal to all teams and student athletes. ➤ <p>Since this is the third audit that the school has been asked to develop a Travel and Per-Diem Policy the school will receive a deficiency in this area. The Gender Equity Committee needs to put forth immediate Correction Actions Plans in place to show a step by step plan and time schedule in place to bring the school back into compliance in this area. A copy of the new Travel and Per-Diem Policy is to be sent to the KHSAA with the April 15 Annual Report.</p>
Coaching	Satisfactory		<p>This has been an area where the school has been satisfactory during all three audits. The Gender Equity Review Committee needs to double check the 2012-2013 Annual Report to assure that proper reporting of sports offerings, levels of sports offerings and athletic rosters for each level are accurate.</p>
Locker Rooms, Practice	Satisfactory		<p>The new school and grounds appears</p>

and Competitive Facilities			to have ample room to house all the athletic team and Garrard County High school needs to develop and implement an Improvement Plan to utilize these facilities equitably.
Medical and Training Facilities and Services	Satisfactory		The weight room at the old school is in good condition, but could use some improvements in regards to lighting and becoming more female friendly. The weight room at the new field house is accessible to females, but could also benefit from becoming more female friendly. Currently it appears as if it is a football only weight room.
Publicity		Deficient	During the first two audits this area was satisfactory; however the school was asked to develop an Awards and Banner Policy. While Garrard County High School is doing things to recognize it's student-athletes, there is no policy in place to document what is being done. A specific policy needs to be developed in regards to publicity and needs to be included in the April 30 Annual Report.
Support Services	Satisfactory		Booster Clubs and booster spending have been an issue in the past. The Booster Club Accounts have all been moved in house which is a great step ensure Administrative oversight. The Gender Equity Review Committee needs to be sure that Booster Agreements are signed each year. Cheerleading appears to be on an equal basis and should continue to be monitored.
Athletic Scholarships			Does not Apply at Garrard County High School.
Tutoring			Does not Apply at Garrard County High School.
Housing and Dining Facilities and Services			Does not Apply at Garrard County High School.
Recruitment of Student Athletes			Does not Apply at Garrard County High School.

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

- ❖ Garrard County High School has made some tremendous improvements with the upgrade to the new high school and a new auxiliary gymnasium and the new athletic

field house. In discussion with the Athletic Director the next improvement will be the addition of a new gymnasium and auditorium but no documentation was in place as to when and what would be included in the new gymnasium. The Athletic Director further pointed out that Baseball, Softball, Soccer and Track and Field were also going to have new facilities built at the new school but again no time table was presented.

- ❖ The plans for new facilities should be included in future Improvement Plans.
- ❖ The upgrades made to the softball field should also be included in the Improvement Plans. .

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

- In the area of Equipment and Supplies the school was asked to develop a Uniform Rotation Plan after each of the first two audits and it has yet to be completed therefore resulting in a deficiency in this area.
- In the area of Travel and Per-Diem the school was asked to develop a Travel and Per-Diem Policy after each of the first two audits and it has yet to be completed therefore this has become an area that is deficient.
- In the Area of Publicity again the school has failed to develop the Awards and Banner Policy that has been requested by previous audit teams therefore the school will receive a deficient in this area as well.

7. KHSAA Recommended Action in relation to new deficiencies.

- Develop the requested Policies and place a copy in the schools Title IX File as well as sending a copy to the KHSAA with the April 30 Annual Report.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

- The school previously was deficient the area of Medical and Training Facilities, but with the new weight room and the new field house they have shown major improvements. Efforts should be made to make both the weight rooms more female friendly.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Kalem Grasham
 599 Industry Road
 Lancaster, Kentucky 40444
 859-792-2146

District Level Title IX Coordinator: Sean Smith
 599 Industry Road
 Lancaster, Kentucky 40444
 859-792-2146

Personnel in Attendance at the October 18, 2012 Garrard County High School KHSAA Title IX Audit		
Name	Title	Telephone
Michael Anderson	Guidance Counselor	859-792-2146
Scott Bolin	Asst. AD/Teacher/Coach	859-792-2146
Joe Brown	Board Member	859-925-3821

Shannon Driskell	Teacher/Parent/Booster	859-792-2146
Kalem Grasham	Athletic Director	859-792-2146
Lita Leavell	Teacher/Coach	859-792-2146
Gordon Bocock	KHSAA Audit Team	606-271-0714
Sharon Tippet	KHSAA Audit Team	859-873-3038

9. Comments

10.

- ❖ The Audit team would like to thank the Athletic Director and the Principal for their assistance during the Title IX Visit to Garrard County High School. The interviews were very informative and we appreciate the time the coaches and student athletes were allowed to visit with us. The Audit Team feels that Mr. Grasham and Mr. Bolin will work with the Gender Equity Review Committee to develop and implement a Uniform Rotation Plan, the Travel and Pre-Diem Policy and the Awards and Banner Policies, and make sure that the student athletes and coaches at Garrard County High School are all being served equally. It is recommended by the Audit team that the Gender Equity Review Committee be taken on the same tour that took place today so they can see firsthand some of the issues they need to address.

- ❖ No one showed up for the Public Forum and the Audit Team left at 3:15.