



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

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

School: George Rogers Clark High School
 Prepared By: Barbara Kok
 Date of Re-Visit: February 6, 2014
 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)

	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 information submitted for the years 2012-2013, it appears that George Roger Clark High School has not met the standard of Test 1 for the provision of athletic opportunities.

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 information submitted for the years 2012-2013, it appears that George Rogers Clark has not met the standard of Test 2 for the provision of athletic opportunities.

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 and information submitted for the years 2012-2013, it appears that George Rogers Clark has met the standard of Test 3 for the provision of athletic opportunities.

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, the Student Interest survey was given during the 2011-2012 school. Students in grades 11-8 were surveyed with a return rate of 100%.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>According to the information submitted on the 2012 Student Interest Survey, students in grades 8-11 were surveyed with a return rate of 100%. There are currently 16 sport level opportunities for both male and female athletes. Archery is being offered as a club activity with plans for future inclusion as a team sport. Student Interest Survey to be administered this school year will be used to ascertain interest in wrestling and bass fishing.</p>
Equipment and Supplies	X		<p>Uniforms viewed appeared to be of high quality and equitable in quantity for like sports. There was written evidence of a four-year review/replacement policy for most teams. Interview with the athletic director indicated tennis, golf, and bowling purchased new uniforms every year. <u>It is recommended this information be included in the written uniform policy and entered into the Title IX file.</u></p> <p>All other equipment viewed appeared to be equivalent in quality and available for all teams. A two-year review of expenditures for equipment appears to favor male athletes with approximately \$361 spent per male athlete and \$274 spent per female athlete. <u>It is recommended the administration monitor the items reported as expenditures in this area on the Annual Report and assess the accuracy of the information on the 2013-2014 T-35 form. Refer to the Title IX information as to what is to be included in the expenditure of equipment.</u></p>
Scheduling of Games and Practice Time	X		<p>There was written evidence of schedules regarding basketball and volleyball practice and games that appears to be equitable. Current schedules for all sport teams were available in the Title IX file.</p>

Travel and Per Diem Allowances	X	<p>There was a written policy pertaining to travel and per diem in the Title IX file that provides for equivalence and administrative oversight. Transportation is provided by school bus for all events. Out-of-state trips and alternate modes of transportation must be approved by the Principal. Over night trips and lodging must have prior approval from the SBDM. Board policy dictates the allotment for each meal. A two-year average of spending in the benefit area of travel slightly favored the female athletes.</p>
Coaching	X	<p>There was written evidence of a Board approved pay schedule that appeared to be equivalent for all coaching positions and levels. A review of the number of on-campus and off-campus head coaches showed equitable access for male and female athletes. The current ratio of athlete to coach is 13:1 for males and 9:1 for females.</p> <p>All Head coaches are evaluated by the Principal at the end of the school year.</p>
Locker Rooms, Practice and Competitive Facilities	X	<p>Written schedules for practice and competition for shared facilities appeared to be equitable with priority given to in season sports. Written assignments for storage and locker rooms for all teams was present in the Title IX file.</p> <p>Practice and competitive facilities for football and track are located at Conkwright Middle School (former GRC high school building). Locker room in the field house is available for male athletes.</p> <p>A weight room located in the field house appears to be male dominated and restrooms unavailable for females.</p> <p>Volleyball, girls' and boys' basketball practice and play in the gymnasium located at Conkwright Middle School. The basketball teams also use an auxiliary gym located in the new high school building. Amenities in the locker rooms for girls' and boys' basketball teams appeared to be equivalent. The volleyball team locker room appears to have</p>

		<p>limited storage space.</p> <p>Facilities and amenities provided for baseball and softball appear to be equitable.</p> <p>Other off campus facilities include: golf and tennis at Winchester Country Club, YMCA swimming, Joyland Bowling Lanes Lexington (bus transportation provided by Clark Co.) and cross country at Lykins Park.</p> <p>The soccer teams share a complex located at Strode Elementary. The complex offers two practice fields, a game field, and a building that contains locker room facilities and coaches offices that appears to be equitable for both male and female athletes.</p>
--	--	--

<p>Medical and Training Facilities and Services</p>		<p>X</p>	<p>The school has a contract with Drayer for athletic training services.</p> <p>Accessibility of the trainer was a concern expressed during interviews with the coaches. The athletic director explained a system of priorities was mandated by Drayer requiring attendance and availability to activities with a high risk of injury.</p> <p>See KHSAA recommendation. (a)</p> <p>There was a written schedule for the weight room in the Title IX file and posted on site. The weight room located in the field house appears to be a male dominated facility. The schedule favors the male athletes with the prime time assigned to the football team (immediately after school). Equipment is not "female friendly" and dressing room and restroom facilities are not available in the field house. Interviews with coaches and the athletic director indicate that the girls' teams do not chose to use the weight room located in the field house, however, it appears the preferential schedule, lack of appropriate equipment, and/or condition of the facilities are a deterrent to participation of female athletes.</p>
<p>Publicity</p>	<p>X</p>		<p>A written awards policy and guidelines for in the Title IX file appeared to ensure parity for all. The policy included guidelines for display of banners, trophies, team pictures and criteria of earned awards or other types of possible recognition (i.e., letters, bars, retired jerseys, individual pictures).</p> <p>The school has one cheerleading squad that cheers for all home games and selected away games. To ensure parity, all support groups are scheduled and monitored by the athletic director. A written schedule is contained in the Title IX file. Performances by the dance team and pep band are also scheduled through the athletic director.</p>

Support Services	X		<p>All sports teams (exception boys' and girls' tennis teams) have Booster Clubs and external accounts. Interviews with administrators indicate the Booster Club have written and signed documents filed with the Board of Education. These documents were not available for viewing during the audit.</p> <p>See KHSAA recommendation (b).</p> <p>Total athletic spending for the past two years falls within acceptable parameters both on a percentage and per athlete basis</p>
Athletic Scholarships			
Tutoring			
Housing and Dining Facilities and Services			
Recruitment of Student Athletes			

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

Support services: School and Booster Clubs collaborate by having annual meetings with school representatives and booster clubs

Scheduling of games: Continue the monitoring of scheduling games for compliance of prime date play

Equitable usage of shared facilities by all teams: maintain schedules of facility usage and communicate with all coaches

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

George Rogers Clark High School was rendered deficient due to preferential scheduling of time in the weight room, limited dressing and restroom facility for female athletes in the field house, and weight training equipment inappropriate for female use.

Although not deficiencies, the following recommendations should be addressed to help ensure consistent, equitable benefits:

- a) Please submit to the KHSAA no later than **April 30, 2014** a listing of priorities in assignment of the athletic trainer as mandated by Drayer protocol for practice time and competitions. This information should also be added to the Title IX file and Emergency Medical Plan.
- b) Please submit to the KHSAA no later than **April 30, 2014** a mechanism that demonstrates administrative oversight for monitoring expenditures of Booster Clubs that ensures equivalence and parity for all.

7. KHSAA Recommended Action in relation to new deficiencies

Submit to the KHSAA no later than **April 30, 2014** a plan to address the improvement needed to the weight training facility that will encourage participation and use by female athletes. Include the following:

- 1). Purchase or provide weight training equipment appropriate for use by female athletes.
- 2). Address the lack of dressing and restroom facilities
- 3). Schedule of time that ensures parity for all (prime time)
- 4). A time line with anticipated completion dates.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Jamie Keene

District Level Title IX Coordinator: Paul Columbia

Name	Title	Telephone
Robbie Graham	Girls Basketball coach	859-744-6111
Robyn Curry	Volleyball coach	859-744-6111
Davis Nichols	Asst. Principal	859-744-6111
Jamie Keene	Asst. Principal/athletic director	859-744-6111
David Bolen	Principal	859-744-6111
Barbara Kok	KHSAA auditor	859-299-5472
Gary Lawson	KHSAA auditor	859-299-5472

9. Comments

George Rogers Clark moved to a new building this school year and is planning to move their athletic facilities to the new campus in the near future. The Athletic Director is to be commended for a well-organized and complete Title IX file. To further understand accurate reporting on the Annual Report, it is recommended the Athletic Director and school administrators attend a KHSAA workshop.

The public forum, scheduled for 3:00 pm, was held in the school library. With no one in attendance, the audit team left George Rogers Clark High School at 3:15 pm.