



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

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

School: Glasgow High School
 Prepared By: Sharon Tippett
 Date of Re-Visit: November 12, 2013
 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 calculations submitted to the KHSAA, it appears Glasgow High School has met the standard for Test 1 for the 2012-2013 school year.

- 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 calculations submitted to the KHSAA, it appears Glasgow High School has not met the standard for Test 2 for 2010-2013 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: The responses and data submitted indicate the school has met the standard established in Test 3 for provision of opportunities during each of the past 3 years.

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 appears to support the responses given on the T-3 form. Most recent student interest survey, conducted March 22, 2011, showed an 83.95 % return rate.

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 data submitted by the school, it appears the school has met the standard for T-1 and T-3 for the 2012-2013 school year.</p> <p>It was pointed out that the results of the latest survey indicated interest in archery, bowling, and bass fishing. There is presently an archery club, but tests to determine real and genuine interests and feasibility for these three sports were minimal. It is suggested that the three steps to determine real interests and feasibility be conducted before April 30, 2014, and the results be sent to the KHSAA with the annual report.</p>
Equipment and Supplies	X		<p>The school has a uniform replacement plan that includes a 4 year rotation schedule. The quality and quantity of like sports were equitable. The past two reports indicated a slight disadvantage for the female athlete, and it is suggested that this be monitored to ensure that a pattern does not develop which gives an advantage to the male athlete each year.</p>

Scheduling of Games and Practice Time	X		The use of facilities appears to be equitable for all teams. There is a facilities usage schedule on file and available. Practice times are also on file and available for coaches and players.
Travel and Per Diem Allowances	X		A travel and per diem allowance policy is on file. For games, the school board provides transportation by school bus. The per diem for overnight trips is \$30 per day per athlete for meals. The rate for hotel rooms is \$150 per night. Overnight trips must have board and school administration approval.
Coaching	X		A salary schedule was included in the Title IX file. Salaries for coaches of like sports appear equitable. Player access to coaches does not appear to be an issue. The ratio of coach to player is equitable.

Locker Rooms, Practice and Competitive Facilities	X		<p>The gymnasium has been renovated and now can be used by the volleyball team in hot weather. Both boys and girls practice and play in the gymnasium, alternating the practice times. The boys' and girls' basketball teams, volleyball, football, softball, baseball, and track all have designated locker rooms.</p> <p>Progress on the improvement to the softball field has been made with the addition of the new dugouts; however, there are some concerns that need to be addressed. The old dugouts need to be removed as these could become a safety issue because of their location and also, their presence takes away from the aesthetic environment of the field. Although there is a batting cage at the field, the location makes it very undesirable for use. It is not visible from the field itself and this is not conducive to coaching and supervision from the coach. Even though the improvement of the field is still not completed, in order to avoid a deficiency in the future, these minor disparities with amenities at this facility need to be completed as soon as possible.</p> <p>All other off campus facilities and playing areas were equitable for like sports.</p> <p>It was observed that an emergency plan was posted at each site.</p>
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<p>Medical and Training Facilities and Services</p>	<p>X</p>		<p>The school now has a trainer available as a result of an agreement with the local hospital. The trainer is available to all teams. There was no schedule posted that would indicate when the trainer is available, so it is recommended that the trainer post his/her name, phone number, and schedule when he/she is available outside the weight room. The training room is located in the weight room which is accessible to all the athletes.</p> <p>The weight room is well-equipped and is "female friendly", having a good quantity of lighter weights and other equipment that females can use. It is easily accessible, having two entries. At the time of the visit there was no usage schedule for the weight training room posted at the facility. (See KHSAA recommended action).</p>
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Publicity	X		<p>There are many forms of publicity for the athletic teams at Glasgow High School; schedule cards, programs, etc. cover all the sports teams. Guidelines for banners, awards, team achievements are all posted in the Title IX file. At the end of the season, all teams have some form of a recognition banquet. The cheerleading squad cheers for home football and boys' and girls' basketball games. A pep band also performs at all home games.</p> <p>It is not clear how awards are paid for in several of the sports, so it is suggested that better accounting be included on the T-35-T-36 form in the awards category. If a player is given any type of award, there needs to be a record of the cost of the award.</p>
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Support Services	X		<p>The school has one booster club serving the entire athletic department. The money raised by the booster club is deposited in the school account and all purchases go through the process of requesting a purchase order, getting approval by the A.D. and administration. The names and phone numbers of the booster club officers are in the Title IX file.</p> <p>Overall spending at the school is equitable for the athletic teams. From the years 2010-2013, spending has been in the acceptable range of under \$100 difference in spending for male and female athletes.</p>
Athletic Scholarships	N/A		
Tutoring	N/A		
Housing and Dining Facilities and Services	N/A		

Recruitment of Student Athletes	N/A		
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5. Brief Summary/Analysis of the Improvement Plan (Form T-60)

The Improvement Plan includes the following:

A. Improvement of baseball and softball facilities. The school board has coordinated desired improvements with a lease of facilities with the city of Glasgow who owns both parks and budgeted \$30,000 for improvements at the softball field. The completion date is 6/30/14.

B. Track improvement. There are still improvements that need to be made to the Discus and shot put areas of the track. The completion date is 6/30/14.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There were no observed deficiencies in the overall girls and boys athletics programs.

7. KHSAA Recommended Action in relation to new deficiencies

Although there were no new deficiencies, the following are "areas of concerns" that should be addressed in order to continue to provide equitable benefits.

In the area of Accommodation of Interests and Abilities it is suggested that three steps be followed in order to determine real interests and feasibility for archery, bowling, and bass fishing, in response to the survey conducted, March, 2011. A student meeting after school, and if interest is still high, this should be followed with a parent meeting, and if needed the third step is to determine feasibility. (competition in the area, financial support, board of education support) These steps should be documented and included in the April 14, 2014 annual report.

Locker rooms, Practice, and Competitive Facilities

By April 30, 2014 the school is to submit to the KHSAA pictures of improvements made at the softball facility. These pictures are to include any changes made in relation to the dugouts, changes made in the infield for drainage purposes and the existing batting cage. Projects in relation to these areas that are not completed should become part of the school's Title IX Improvement Plan.

Medical and Training Facilities and Services

By **January 15, 2014** the school is to submit to the KHSAA a written usage schedule for the weight training facility that shows provision of equitable access for female athletes. This schedule should be posted at the facility and also be placed in the permanent title IX file.

Publicity

The school's April 30, 2014 Annual Report is to include all expenditures for awards and for all athletic teams.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

There were no reoccurring deficiencies noted.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Lora Garrett

District Level Title IX Coordinator: Kelly D. Oliver

Name	Title	Telephone
Justin Stinson	Girls' Basketball Coach	270-651-8801
Lora Garrett	Swimming, Girls' Tennis, School Title IX Coordinator	270-651-8801
Steven Murphy	Head Girls' Softball Coach	270-651-8801
Kenton Hale	Principal	270-651-8801
Craig Cassady	Athletic Director	270-651-8801
Kelly Oliver	District Title IX Director	270-651-8801
Barbara Kok	Title IX Auditor	859-229-5472
Sharon Tippet	Title IX Auditor	859-229-5472

10. Comments:

The athletic director is relatively new in his position, but it is obvious that he is dedicated to making the athletic programs at Glasgow High School very equitable for all the athletes and to continue to have the type of athletic programs in which the community has great pride. The students expressed satisfaction with the overall program and were very proud to be part of their athletic teams. The school and city continue to work together to provide athletic facilities that provide positive opportunities for the student athletes.

A reporter came to the public meeting, but no one else from the public sector attended. After a short interview with the reporter, the public meeting was ended.