



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

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

School: Grant County High School
 Prepared By: Barbara Kok
 Date of Re-Visit: October 16, 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)

	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 for the years 2012-2013, it appears that Grant County High School does not meet 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 reports submitted for the years of 2012-2013, it appears that Grant County High School does not meet 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 reports submitted for the years 2012-2013, it appears that Grant County High School has met the standard for 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 the submitted reports, the most recent Student Interest Survey was conducted during the 2011-2012 school year. Students in grade 8 thru 11 were surveyed with a return rate of 89%.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		According to the data submitted on the 2011-2012 Student Interest Survey, students in grades 8 thru 11 were surveyed with a return rate of 89%. There are currently 16 sport level opportunities for males and 17 for females. The Student Interest Survey to be conducted this school year may be cause for reevaluation and the addition of the new KHSAA sport offerings.
Equipment and Supplies	X		Uniforms viewed appeared to be of high quality and equivalent in quantity. There was written evidence of a uniform review/replacement plan in place that showed parity for all sports. (4 yr). All other equipment viewed appears to be equivalent in quality and available for equitable access. A two-year expenditure average shows approximately \$243.00 spent per male athlete and \$196.00 spent per female athlete.
Scheduling of Games and Practice Time	X		Equitable, written plans were present regarding the scheduling of practice times in shared facilities.
Travel and Per Diem Allowances	X		There was written evidence of a travel and per diem guideline which provides for equivalence and administrative oversight. Interviews with coaches and athletes indicated school buses are the provided mode of transportation and there was the opportunity for overnight trips for competitive events. A two-year expenditure average shows approximately \$73.00 spent per male athlete and \$64.00 spent per female athlete.
Coaching	X		A School Board approved salary schedule for coaches was present and showed parity and equivalence for all coaching positions. The

			current access ratio of coach to athlete is 16:1 for male and 10:1 for female athletes.
Locker Rooms, Practice and Competitive Facilities	X		<p>There was written evidence of locker room assignment for all teams. Assignments appear to favor male athletes with the girl's basketball and volleyball teams sharing a locker room while football and boys basketball have sole use of their locker rooms.</p> <p>(see KHSAA recommendation 7 a.)</p> <p>All practice and competitive facilities on campus are well maintained and appear to be equitable in amenities. (softball, baseball, football, track). The wrestling team practices in the school cafeteria and holds competitive events in the gymnasium. Boys and girls soccer practice and play at Grant County Middle School approximately 5 miles from the High School. Girls and boys cross county practice and compete at Sherman Elementary School. Girls and boys golf teams practice and play at Eagle Creek Country Club. Locker room facilities are also available at the country club. Currently the tennis teams practice and play at Piddle Park with plans to move the venue to Williamstown Park.</p> <p>Grant County is to be commended for improvements made to the softball facilities.</p>

<p>Medical and Training Facilities and Services</p>		<p>X</p>	<p>A Deficiency in this area was noted in the 2001 audit due to poor weight room facilities. In the 2006 audit it was deemed satisfactory since additional space was allocated for the weight room. Currently a separate space was not evident and the weight room is located in the middle of the football locker room. Equipment and atmosphere are not “female friendly” and accessible only through the boys locker room. A written usage schedule for all teams was not available.</p> <p>(See KHSAA Recommended Action #8)</p> <p>An athletic trainer is provided through St. Elizabeth Hospital. The training room in the gym and the field house is accessible to all athletes. The trainers’ schedule and emergency contact number was not posted at the site.</p> <p>Grant County High School has excellent written emergency plans in place for all athletic venues.</p>
<p>Publicity</p>	<p>X</p>		<p>The school has one cheerleading squad that cheers at all home games for football, girls and boys basketball, as well as postseason events.</p> <p>Interviews with coaches and athletes indicate that an awards banquet was held for all teams. There was written evidence of an awards guideline that indicated criteria for banquets, banner recognition, bars and letters, and Hall of Fame. There was no written evidence for the provision and criteria for retired jerseys and pictures located in the trophy cases.</p> <p>(See KHSAA recommendation 7 b).</p>

Support Services	X		<p>Interviews with administrators indicate all teams (except golf) have their own booster clubs. There is written evidence of guidelines for fundraiser approval and of items for purchase showing administrative oversight.</p> <p>During interviews with the coaches they indicated they were aware of expected procedures. The athletic director is in the process of obtaining written agreements with all Booster Clubs to ensure equity and parity in spending.</p> <p>Overall spending for a two-year period appears to be within acceptable parameters both on a percentage and per athlete basis.</p>
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

Addition of Archery for 2013-14

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The weight room facilities are not “female friendly” due to being located in the middle of the boys football locker room and equipment is not appropriate for female athletes. A separate entrance is not available and a written usage schedule of the weight room that showed equivalence to all teams was not available.

7. KHSAA Recommended Action in relation to new deficiencies

Although not observed deficiencies, the following recommendations should be addressed by the school to ensure equitable benefits:

a). Upon receipt of this report, school administrators along with the Gender Equity Committee should review locker room assignments and develop a written plan to ensure parity and equity for all athletes. Please submit this plan to the KHSAA no later than **December 15, 2013**.

b). Upon receipt of this report, please submit to the KHSAA written criteria for awards that includes retired jerseys and pictures displayed in the trophy case. Please submit this plan to the KHSAA no later than **December 15, 2013**.

8. KHSAA Recommended Action in relation to reoccurring deficiencies.

Please submit no later than **December 15, 2013**, written evidence of plans and procedures for weight room improvements that ensure equity for female athletes. Such improvements should include a location that is easily accessible to female athletes, weights and equipment appropriate for use by female athletes and a “female friendly” environment. Development of this plan should include members of the Gender Equity Committee, athletic director and school administrators.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Steve Thompson

District Level Title IX Coordinator: Phyliss Case

Name	Title	Telephone
Claudette Hearld	Principal	859-824-9739
Kendall Burk	Student Athlete	859-609-9456
Alex Thompson	Student Athlete	859-322-9615
Carol Horn	Board Member	859-428-1918
Rita Hisel	Parent	859-824-4673
Steve Thompson	Athletic Director	859-620-9786
Barbara Kok	KHSAA	
Gordon Bocock	KHSAA	

9. Comments:

The Athletic Director and administration were well prepared for the visit with all requested information and uniforms readily available for viewing by the audit team. Tour of the facilities supports their commitment to excellence and equality for all their athletes. Administration and Gender Equity Committee members were open to discussion and recommendations of the KHSAA audit team.

The public forum was held in the school media center at 3:00 p.m. The boy’s basketball coach and booster parent attended and ask for clarification of Title IX standards on expenditures. The audit team left Grant County High School at 3:25 p.m.