



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

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

School: Greenwood  
 Prepared By: Gary W. Lawson  
 Date of Re-Visit: October 29, 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
- Title IX 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 rosters and data submitted, the school has met the standard established in Test 1 for provision of athletic opportunities during only one of the past three school years (2011-12). The school does not appear to be meeting that standard at this time.

- 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: The rosters and information submitted in the annual Title IX reports show that the school has not met the standard established in Test 2 for provision of athletic opportunities during any of the past three school years. The T-2 form in the 2012-13 Title IX report shows that one team (bowling) has been added during the past five years, and this team currently has 10 female participants.

- 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 on the most recent T-3 form indicate that the school is meeting the standard established in Test 3 for provision of athletic opportunities. The information found on the most recent student athletic interest survey appears to support the responses on the T-3 form. In order to continue to meet the standard established in this test, any indicated interest in archery and bass fishing needs to be addressed to determine validity.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?  
Yes  No

Comments: According to documentation on the T-63 form in the 2011-12 annual Title IX report, the school received a 91% return rate on the most recent student athletic interest survey.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>The January 24, 2001 school visit report rendered this area <i>Satisfactory</i> stating that the school was attempting to accommodate all student interests in relation to athletics. The November 30, 2005 report rated this area <i>Deficient</i> stating that while information provided during the visit strongly suggested that the standard established in Test 3 was being met, the T-3 form submitted by the school to KHSAA did not support this claim. KHSAA representatives discussed proper methods of calculations and the basis for responses on the T-3 form with school officials at that time. The most recent annual reports show that the school has met the standard established in Test 3 during each of the past three school years. The last three T-3 forms seem to be supported by the information found on the student athletic interest surveys. The school currently offers 18 total team opportunities for boys and 17 for girls. The Title IX file was inspected and found to contain the two previous Title IX school visit reports, the annual Title IX reports for the past five years, a listing of the current members of the Gender Equity Review Committee, sample game schedules for all school sponsored sports, team programs for softball, girls basketball, girls and boys soccer, and volleyball, a school-generated coaches handbook, written booster club agreements (see <i>Support Services</i>), facilities usage schedules for the gym and weight training room (see <i>Scheduling of Games and Practices times</i> and <i>Medical and Training Facilities and Services</i>), written guidelines for awards and recognition of athletic accomplishments (see <i>Publicity</i>), written designation of the locker rooms and athletic storage space assigned each team, agendas for Gender Equity Review Committee meetings held the past three years (see <i>KHSAA Recommended Action in relation to new deficiencies</i>), a record of recent purchases of athletic uniforms and projected future purchases for some teams (see <i>Equipment and Supplies</i>), written guidelines relating to the</p>

Accommodation of Interests and Abilities continued			provision of travel and per diem (see <i>Travel and Per Diem</i> ), and a copy of the school's athletic facility emergency plan (KRS 160.445). The need for an organized, accurate, and comprehensive Title IX file was strongly emphasized to school representatives.
Equipment and Supplies		X	Both the previous school visit reports rated this benefit category <i>Satisfactory</i> . The 2001 report requested that a uniform review, rotation, and/or replacement plan be developed. The 2005 report stated there was <u>no</u> uniform review plan in place that was adhered to by <u>all purchasing groups</u> . The most recent school visit found that essentially the same situation exists currently. The school had a <u>partial</u> seven-year cycle of review plan, but interviews with administrators, coaches, and student athletes indicated that this plan was not being followed by all groups who purchase uniforms. The uniforms and equipment viewed during the visit was of very high quality, but just as it was in 2001 and 2005, it could not be verified that there was equitable provision. Therefore, this benefit category is deficient. (See <i>KHSAA Recommended Action in relation to new deficiencies</i> ). According to data in the 2011-12 and 2012-13 annual reports, the spending for equipment and supplies was within acceptable parameters for the provision of parity.
Scheduling of Games and Practice Time	X		Both the 2001 and 2005 Title IX school visit reports deemed this benefit category <i>Satisfactory</i> . According to data provided during the visit, the number of competitive events scheduled for teams of "like" sports was comparable. The interviews with coaches, administrators, and student athletes indicated that all shared practice facilities were assigned equitably. There was no written evidence of assignments in relation to the soccer practice facility. (See <i>KHSAA Recommended Action</i> .) The school is in the final stages of construction on a new indoor hitting facility that will serve both baseball and softball. (See <i>KHSAA Recommended Action</i> .) The provision of equity in relation to optimal playing times was discussed and school officials were

			commended for their efforts in this area.
Travel and Per Diem Allowances	X		Both the previous Title IX school visit reports rendered this benefit category <i>Satisfactory</i> . The November, 2005 report requested that school officials <u>monitor the per diem allowances provided to student athletes—no matter what the source of this funding</u> . The most recent visit showed that the school has a set of written guidelines addressing the provision of per diem (food and lodging). These guidelines need to be expanded to include mode of transportation. The regulations followed when a team is permitted to use a form of transportation other than a school bus should be included. (See <i>KHSAA Recommended Action</i> .) According to data submitted in the 2011-12 and 2012-13 annual Title IX reports, the school was spending approximately \$104 per female athlete and \$67 per male athlete for provision of travel and per diem.
Coaching	X		The 2001 Title IX school visit report rated this benefit category <i>Satisfactory</i> , but did state that the number of coaches provided for teams of "like" sports appeared to favor the male athletes. The 2005 report also rated this category <i>Satisfactory</i> noting that the school seemed to be doing an excellent job in this area. According to administrative interviews during the most recent visit, coaches at the school are not currently evaluated. The total amount of money spent for coaches' salaries for teams of "like" sports was comparable. There was confusion among administrators as to whether the salary schedule provided during the visit reflected an accurate total for salaries of individual coaches. (See <i>KHSAA Recommended Action</i> .) The number of coaches provided or teams of "like" sports showed parity. Information gathered during the visit showed that 80% of the head coaches of girls teams and 70% of head coaches of boys teams are on-campus employees.
Locker Rooms, Practice and Competitive	X		Both previous Title IX school visit reports rendered this benefit category <i>Satisfactory</i> . All athletic facilities provided for practice and

<p>Facilities</p> <p>Locker Rooms, Practice and Competitive Facilities continued</p>			<p>game competition were rated excellent and were provided equitably according to the 2005 report. The most recent school visit revealed that athletic venues currently provided at the high school are still considered excellent and are well maintained and appointed. The amount of athletic equipment storage space is very adequate and appears to be assigned with equity as a priority. Of all the areas evaluated in this category, the number of locker rooms provided seemed to be in somewhat short supply when compared to the wide array of sports offered at the school. It does appear that the available locker room space is assigned equitably. School officials were commended for the equitable provision of high quality practice and game facilities.</p>
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Medical and Training Facilities and Services		X	<p>Although this benefit category was deemed <i>Satisfactory</i> by both previous school visit reports, <u>there was no posted usage schedule for the weight training room at the time of either visit</u>. A schedule was sent to KHSAA in February, 2006. The most recent visit revealed the school had a weight room usage schedule that showed <u>no evidence</u> of provision of female access. The interviews with student athletes and coaches confirmed that there was little, if any, female usage of the weight room. An inspection of the weight training facility which is adjacent to the football dressing room showed this venue had minimal equipment that was appropriate for use by female athletes. Since there was no evidence of provision of female access to the weight training room at the time of any of the three Title IX school visits and there was a lack of female-friendly equipment, this category is deficient. (See <i>KHSAA Recommended Action in relation to new deficiencies</i>.) A trainer is available to student athletes on an equitable basis through Pro-Rehab, Inc. Physical examinations are provided by Western Kentucky Orthopedics for \$10 on a designated day each spring.</p>
Publicity	X		<p>Both the 2001 and 2005 Title IX school visit reports judged this benefit category <i>Satisfactory</i>. The review of the Title IX file revealed that guidelines were in place that addresses the provision of awards, letters and bars, entrance into the athletic hall of fame, hallway displays, display of trophies and pictures, and the posting of banners. There is also a rather vague statement about the posting and/or retirement of jerseys. IT IS RECOMMENDED THAT UPON RECEIPT OF THIS REPORT, THE SCHOOL MODIFY THESE GUIDELINES TO SPECIFY THE MEANING OF "<i>student athletes who have earned special distinctions.</i>" The school currently sponsors one cheerleading squad that cheers at all home football games and all home boys and girls basketball games. They also cheer at all away boys and girls basketball games versus district opponents. The full band performs at all home football games. The pep</p>

Publicity continued			band performs at all home boys and girls basketball games. The information submitted in the 2011-12 and 2012-13 annual Title IX reports indicate that the school was spending approximately \$79 per female athlete and \$68 per male athlete for awards.
Support Services	X		The 2001 and 2005 Title IX school visit reports determined this benefit category was <i>Satisfactory</i> . The school currently has booster clubs for all school sponsored sports except bowling. All booster clubs house their money off the school campus. The school has signed agreements with all these booster clubs. The agreements do not stipulate any procedures for administrative approval of booster expenditures for the provision of parity. <u>Upon receipt of this report, it is suggested that the school assess the feasibility of developing a mechanism that would assure administrative oversight of booster purchases.</u> A review of athletic expenditures, as submitted by the school on the T-35 forms for the past two years, suggests that athletic spending is within generally acceptable parameters for the provision of parity.
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

The school's most recent T-60 forms call for the following:

- updating booster clubs with current athletic information;
- holding three Gender Equity Review Committee meetings each year;
- placement of two students on the Gender Equity Review Committee;
- improved promotion of athletic opportunities by the school;



- requirement that clubs submit mandatory financial documents by a specified date.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The two deficiencies designated in this report are in the benefit areas of **Equipment and Supplies** and **Medical and Training Facilities and Services**. The deficiencies are not specific only to the October 29, 2013 school visit, but relate back to issues that were addressed in both the January 24, 2001 and the November 30, 2005 school visit reports.

Although not currently designated as deficiencies, there are "areas of concern" in the categories of *Support Services, Scheduling of Games and Practice Times, Publicity, Travel and Per Diem, Coaching, and Accommodations of Interest and Abilities*. (See body of this report and *KHSAA Recommended Action*.) These areas need to be addressed in an attempt to provide proportional opportunities and equivalent benefits for the student athletes at the school.

7. KHSAA Recommended Action in relation to new deficiencies

**(Equipment and Supplies)** On or before April 1, 2014, the school is to submit to KHSAA a uniform review, rotation, and/or replacement plan to be implemented by the school which shows a full cycle of rotation for all sports and a realistic and equitable cycle of rotation for "like" sports. The document is to be signed by the high school principal, high school athletic director, district Title IX coordinator, the executive officer of each booster club, all head coaches of high school athletic teams, and all members of the Gender Equity Review Committee.

**(Medical and Training Facilities and Services)**

On or before April 1, 2014, the school is to submit to KHSAA a written usage schedule for the weight training room that shows female access to that facility. The document is to be signed by the high school principal, high school athletic director, district Title IX coordinator, head coaches of all high school athletic teams, and all members of the Gender Equity Review Committee.

On or before April 1, 2014, the school is to submit a plan to provide more equipment in the weight training room that is suitable for use by female athletes. This plan should list specific items to be added and contain a reasonable completion date for the project. This plan is also to be part of the school's Title IX Improvement Plan (T-60 form) submitted the KHSAA on April 30, 2014.

Although not currently designated as being deficient, the following **areas of concern** should be addressed in an attempt to prevent the development of future deficiencies.

(Accommodations of Interest and Abilities) On or before April 1, 2014, the school is to submit to KHSAA written minutes from at least three Gender Equity Review Committee meetings held by the school. The minutes should provide evidence that meetings have taken place and also show that productive discussions have occurred in relation to the deficiencies and areas of concern identified in this report.

(Scheduling of Games and Practice Times)

On or before April 1, 2014, the school is to submit to KHSAA a written usage schedule for the practice soccer field located on the school campus.

On or before April 1, 2014, the school is to submit to the KHSAA a written usage schedule for the new indoor hitting facility which serves both softball and baseball.

(Travel and Per Diem) On or before April 1, 2014, the school is to submit to KHSAA a revision of the current guidelines for provision of travel and per diem that includes mode of transportation when a school bus is not used.

(Coaching) On or before April 1, 2014, the school is to submit to KHSAA a board-approved extra service pay schedule for coaches that includes the total salary for each position including extended days.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

The deficiency in the area of *Accommodation of Interests and Abilities* designated by the November 30, 2005 school visit report appears to have been addressed by the accurate appraisal and submittal of information relating to the three opportunities tests. There is substantial evidence that the school has met the standard established in Test 3 for the past three school years.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Todd Tolbert, 187 Fox Run Way, Bowling Green, KY 42104  
(270) 792-4933

District Level Title IX Coordinator: Bailey Norris, 303 Lovers Lane, Bowling Green, KY 42104  
(270) 781-5150

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Lauren Maupin	Student Athlete	(270) 792-4933
Alex Schnellen	Student Athlete	(270) 792-4933
Lindsey Passgria	Girls Soccer Coach	(270) 792-4933
Nicholas Lowe	Girls Cross Country Coach	(270) 792-4933
Greg Dunn	Principal	(270) 842-3627
Rita Daniels	Interventionist	(270) 842-3627
Todd Tolbert	Athletic Dtr/ Title IX Coord.	(270) 792-4933
Gordon Boccock	KHSAA	(859) 299-5472

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 3:20 pm CDT.