



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

(For schools re-visited during the 2010-2011 school year)

School: Hancock County
 Prepared By: Gary W. Lawson
 Date of Re-visit: January 26, 2011
 Telephone Number of Reviewer: **(859) 299-5472**
 Reviewed By: **Darren Bilberry, Asst. Commissioner**

1. Completed Required Forms

- Verification of Forms (Form GE-50) Yes No
- Participation Opportunities Summary Chart (Form T-70) Yes No
- Benefits Summary Charts (Forms T-71 & T-72) Yes No
- Benefits Publicity (Form T-73) Yes No
- Corrective Action Plan Summary Charts (Form T-74) 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
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 data and calculations submitted, the school has not met the standard established in Test 1 for provision of athletic opportunities during any of the past three school years and is not currently meeting that standard.

- 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 by the school, it has not met the standard established in Test 2 for provision of athletic opportunities during any of the past three school years and is not currently meeting that standard.

- 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 data and responses submitted by the school on its annual reports, it is meeting the standard established in Test 3 for provision of athletic opportunities. Unfortunately, the results of the last two student athletic interest surveys do not support the responses on the T-3 form. The indicated interest in girls soccer (29 in 2009-10 and 31 in 2007-08) appears consistent. There is no documentation showing that the school has taken steps to pursue the validity of this indicated interest.

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 submitted by the school, it received an 82% return rate on its 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>According to data, calculations, and responses submitted by the school, it has met the standard established in Test 3 for provision of athletic opportunities during two of the past three school years (2007-08 and 2009-10). Unfortunately, the responses on the T-3 form are not supported by the two most recent student athletic interest surveys. (See information and descriptions on page 2 of this report.) The school's annual reports do not indicate that the indicated interest in girls soccer has been pursued for validity. Therefore, this category is rendered to be deficient at this time. (See KHSAA Recommended Action.) It is also well documented that representatives of KHSAA have requested that student representatives be placed on the Gender Equity Review Committee. (See T-65 status reports from June 6, 2009 and June 10, 2010 and KHSAA Recommended Action.) A KHSAA representative reviewed the school's Title IX file. It was found to contain the school's original Title IX audit report from May 15, 2001, all the school's annual reports to KHSAA for the past five years, a board approved salary schedule for coaches, sample game schedules for all school sponsored sports, seasonal sports schedules for all fall sports and for boys and girls basketball, a school generated athletic handbook for coaches, a code of conduct for student athletes, written usage schedules for all shared athletic facilities, written policies for display of banners and pictures, a hall of fame policy, a trophy case policy, written designation of locker room space assigned each team, written designation of athletic storage space assigned each team, written minutes for one Gender Equity Review Committee meeting in 2007-08, one meeting in 2008-09, and one meeting in 2009-10. (See KHSAA Recommended Action). Also included in the file was a written policy for the purchase of uniforms which does not designate specific years for uniform review and/or replacement. (See Equipment and Supplies and KHSAA</p>

Accommodation of Interests and Abilities continued			Recommended Action.) In addition, the file also included a set of written guidelines for equitable provision of travel and per diem. School officials were commended for the maintenance and organization of the Title IX file.
Equipment and Supplies	X		THE DATA SUBMITTED ON THE RE-VISIT REPORT IN RELATION TO THIS CATEGORY IS INCORRECT. THEREFORE, ANNUAL REPORTS WERE USED FOR THIS EVALUATION. The uniforms viewed during this visit appeared to be of high quality and provided on an equitable basis. The school has a written policy for the purchase of uniforms, but it does not specify equitable review and/or replacement. (See KHSAA Recommended Action.) According to the 2009-10 annual report, the school was spending approximately \$102 per female athlete for equipment and supplies compared to approximately \$113 per male athlete.
Scheduling of Games and Practice Time	X		According to the re-visit report, the number of competitive events scheduled for "like" sports shows parity over a two-year period. Information gained during the re-visit indicated that all shared practice facilities were assigned equitably. According to the post season results for 2009-10 reported on the KHSAA web site, the girls basketball team played 50% (5/10) of their home games on prime dates, and a review of posted game times indicated that prime time standards were also being met.
Travel and Per Diem Allowances	X		DATA SUBMITTED ON THE RE-VISIT REPORT IN THIS CATEGORY IS INCORRECT. THEREFORE, ANNUAL REPORTS WERE USED FOR THIS EVALUATION. According to the 2009-10 annual report, the school was spending approximately \$119 per female athlete for provision of travel and per diem compared to \$87 per male athlete. The recent visit showed that the school had written policies covering equitable provision within this category.

Coaching	X		<p>According to the re-visit report, the total amount expended for coaches' salaries for "like" sports is equitable. A review of the school district's extra service pay schedule shows parity. According to the school's 2009-10 annual report, the number of coaches provided for "like" teams is equitable with the possible exception of volleyball (two coaches for three teams). The re-visit report documents that 86% (6/7) of the head coaches of girls teams are on-campus employees while that is the case for 71% (5/7) of the head coaches of boys teams.</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>The May 15, 2001 audit report rendered this area as satisfactory. The school's softball and baseball fields are located approximately 1.7 miles from the school campus at Vastwood Park. Both facilities offer excellent amenities which are equitable <u>except the baseball team has a field tarp and softball does not.</u> Both teams are provided an indoor batting/pitching facility. Four lighted tennis courts are on campus and shared equally by boys and girls teams. The cross country and track facilities are shared equitably. The boy's basketball team and girl's basketball team and football team have exclusive dressing rooms. All other teams share P.E. dressing rooms which appear to be assigned equitably. All teams are assigned storage space for their athletic equipment.</p>

Medical and Training Facilities and Services	X		The May 15, 2001 report deemed this category as satisfactory but did note concern in regard to all teams having equal access to the weight training room (i.e. track and cross country). The recent visit showed that the school has a large and very well equipped weight room. The facility is accessible to female athletes and has equipment that is suitable for their use. There is a written usage policy in the Title IX file and also posted at the facility. The school does not have the services of an athletic trainer at this time.
Publicity	X		This category was rendered deficient by the May 15, 2001 report stating that the school was taking appropriate corrective action at that time. According to the re-visit report, the school currently has three cheerleading squads— <i>football cheer, basketball cheer, and competition squad</i> . The football squad cheers at all football games—home and away. The basketball squad cheers at all boys and girls basketball games—home and away. The competition squad is shared between football and boys and girls basketball. Support from these cheer squads seems to be equivalent. The school's pep band plays at five girls basketball games at home and five boys basketball games at home as monitored by school administrators. According to the re-visit form, the school was spending approximately \$31 per female athlete compared to approximately \$11 per male athlete for publicity/recognition, awards, and banquets.
Support Services	X		The school currently has booster clubs for baseball, track and cross country, softball, girls basketball, boys basketball, football, and volleyball. All the booster clubs have bank accounts off the school campus. The school has no written agreements with any of the booster clubs. There appears to be very little administrative oversight of booster purchases for provision of equity. (See KHSAA Recommended Action.) A review of the school's total spending for athletic support showed that it was outside of acceptable parameters for provision of equity in 2008-09—

Support Services continued			large facility expenditure--\$10,298 for baseball. Data indicates that the school spent approximately \$1,032 per male athlete compared to approximately \$796 per female athlete. In 2009-10, spending was well within acceptable parameters. Data indicated that the school was spending approximately \$605 per male athlete and \$608 per female athlete for total support.
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

The school's most recent Corrective Action Plans call for the following:

- monitoring of athletic spending for the provision of equity;
- implementing a girls soccer program (2008-09);
- attempting to increase interest and participation in female sports.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

- The major deficiency observed during the recent visit is the failure of the school to provide documentation indicating that it is meeting the standard established in any of the three tests for provision of athletic opportunities for female athletes.
- Although not currently rendered deficient, there are *areas of concern* that also need to be addressed. These include:
 - failure to document Gender Equity Review Committee meetings with written minutes,
 - failure to have student representatives on the Gender Equity Review Committee after twice being requested to do so by KHSAA representatives,
 - failure to provide a uniform review and/or rotation plan that designates specific years for uniform review,
 - lack of administrative oversight of booster club spending for the provision of equity.

7. KHSAA Recommended Action in relation to new deficiencies

(Accommodation of Interests and Abilities)

On or before April 12, 2011, the school is to submit to KHSAA written documentation of the steps taken to pursue the validity of the indicated interest in girls soccer. Documentation of meetings held (with sign in sheets) to verify the authenticity of this interest are to be included in the submittal.

On or before April 12, 2011, the school is to submit to KHSAA written minutes for a Gender Equity Review Committee meeting held after January 18, 2011. These minutes are to be signed by all members in attendance, and the signatures of two student members should be highlighted.

Although not designated as deficient at this time, the following *areas of concern* should be addressed in a timely manner.

(Equipment and Supplies) On or before April 12, 2011, the school is to submit to KHSAA a uniform review, rotation, and/or replacement plan that designates specific years for review and replacement. This plan should show equivalence for "like" sports, be placed in the school's Title IX file, and be shared with all head coaches at the school.

(Support Services) On or before April 12, 2011, the school is to submit to KHSAA a written description of the steps taken by school administrators to monitor booster club spending for the provision of equity. This description should include the school personnel who are responsible for this task.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

The deficiency designated in the area of Publicity by the May 15, 2001 audit report appears to have been addressed by changing the assignment schemes for the school's cheerleading squads.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: David Hobbs, 1495 Riverview Dr., Lewisport, KY 42351
(270) 295-6622

District Level Title IX Coordinator: Kyle Estes, 955 Ray Rd., Lewisport, KY 42351
(270) 922-0624

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Thomas C. Magan	Guidance Counselor	(270) 929-6758
Kyle Estes	District Title IX Coordinator	(270) 922-0624
Victoria Schneider	Coach	(270) 927-6255
Harold David Cowden	Coach	(270) 485-2114
Rick Lasley	Principal	(270) 922-0740
Dale Gray	School Board Member	(270) 922-6155
David Hobbs	Athletic Director	(270) 570-4505

10. Comments

Two people from the community attended the Public Comments session. The meeting was adjourned at 6:25 ET.

To: "Darren Bilberry, KHSAA" <dbilberry@khsaa.org>
Subject: Copy: Title IX Re-Visit Audit Report- Hancock County High School
From: "Darren Bilberry, KHSAA" <dbilberry@khsaa.org>
Date: Tue, 1 Mar 2011 14:55:35 -0500 (EST)

Attachment: Hancock County Re-Visit 2011.doc

Please find attached a copy of the KHSAA Title IX Re-Visit Final Audit Report for Hancock High School that was conducted on January 26, 2011 by auditor Gary Lawson. If you have questions or need additional information, please contact our office at your convenience. Thank you.

Darren Bilberry
Assistant Commissioner
Kentucky High School Athletic Association
Telephone- 859-299-5472
Fax: 859-293-5999
E-Mail: dbilberry@khsaa.org

Hancock County High School

"HOME OF THE FIGHTING HORNETS"

State Route 80, Highway 271 South
Lewisport, Kentucky 42351

Phone (270) 927-6953
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Principal

Nick Boling
Asst. Principal

SBDM Council

Gina Anderson
Josh Smith
Ashley Gorman
Jill Brown
Renee Piarrard

Jennifer O'Bryan
Bookkeeper

Tom Magan
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Athletic Director

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FRYSC Coordinator

Laura Szeff
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Chris Morris
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Aleta Sisk – Special Ed. Director

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Mike Orr
Danielle Peter
Eddie Price
Lori Roberts
Pam Robinson
Melissa Ruhe
Jake Schwindel
Josh Smith
Sarah Sparks
Diane Thompson
Travis Van Bussum
Morley Wagner
Melissa Wallace

April 9, 2011

To: Gary Lawson, KHSAA

From: David Hobbs, Athletic Director, Hancock Co. High School

Re: Documentation of Interest in Girls Soccer

As pursuant to KHSAA Title IX Re-Visit Final Audit report, Hancock County High School took the following steps to gauge interest in establishing a Girls' Soccer team.

On March 14, 2011 all girls at Hancock Co. High School were given an opportunity to leave class to attend a meeting with the Athletic Director for the purposes of gauging interest in starting a Girls' Soccer program.

Sixteen (16) females attended the meeting. (Copy of sign in sheet attached) They were informed of the basics of forming a team (practice dates, season length, etc.) and were told that a forthcoming parent meeting would also be judged as a critical aspect of the need to form a program.

A letter was sent to each parent advising of the date, time and place of the meeting as well of the importance of the meeting.

This parent meeting was held on March 30, 2011 with seven (7) parents in attendance. (Copy of sign in sheet attached)

After evaluating the attendance level of the meetings, it was determined that there was not enough interest at the current time to support establishing a Girls' Soccer program at Hancock Co. High School.

SUPPORT STAFF

Rhonda Basham
Jeanette Connor
Robin Elder
Aimee Estes
Jamie Estes
Debra Helm
Daniel Hobbs
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Glenda Johnson
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Hancock County High School Girls Soccer Interest Sheet 3/14/11

	Name	Phone Number	Class
1	Macee Johnson	270-922-1120	9th
2	Nathalie McCaslin	770-927-6203	9
3	Summer Bivens	270-295-3968	9th
4	Haley Ferguson	270-922-6236	11th
5	Jade Garner	270-316-1452	10th
6	BRENNA BASHAM	270-302-2599	10th
7	Andry Hawkins	270-316-2043	10th
8	Brea Basham	270-302-9137	10th
9	Beth Bates	270-922-1333	10th
10	Kara Wagner	770-925-8820	10th
11	Tori Bivins	270-922-6616	11th
12	Kayla Carrico	270-927-9831	HW
13	Coreena O'Bryan	270-922-6373	10th
14	Donlee McDonald	270-922-7036	11th
15	Morgan Powers	270-313-2980	11th
16	Gwendolyn Fantini	270-313-7121	11th
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(Cat)
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 (Flh)
 (S)
 (R)

Hancock County High School Girls Soccer Interest Parent Meeting Sheet 3/30/11

	Parent Name	Student Name	Phone
1	Hope Hulsey	Talisa Hill	270-927-6688
2	Matt Smiley	Dwendalyns Fawthui	270-315-0232
3	John, Rita, Julia Cannon	Jacla Cannon	270-314-1452
4	CHRIS HAWKINS	AUDRY HAWKINS	270-927-8949
5	Morley Wagner	Kara Wagner	270-925-1511
6	Theresa Bivens	Summer Bivens	95-3968-928-6832
7	Sandra Swihart	Haley Ferguson	270-922-6230
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April 9, 2011

To: Gary Lawson, KHSAA

From: David Hobbs, Athletic Director, Hancock Co. High School

Re: Documentation of Gender Equity Review Committee with Student Members

As pursuant to KHSAA Title IX Re-Visit Final Audit Report, Hancock County High School held a Gender Equity Review Committee Meeting with Student Members present.

On March 29, 2011 said meeting was held. Find attached a copy of the minutes and the sign in sheet with student members signatures highlighted as requested.

SUPPORT STAFF

Rhonda Basham
Jeanette Connor
Robin Eider
Aimee Estes
Jamie Estes
Debra Helm
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David Hobbs Athletic Director	Laura Kessans FRYSC Coordinator		Laura Szeft Media Director	Chris Morris Alternative Education
Aleta Sisk – Special Ed. Director		Tracie Frazier – Attendance Clerk	Brenda Ewan – Secretary	

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Melissa Wallace

TITLE IX MEETING

Date 3/29/11

<u>Name</u>	<u>Title</u>	<u>Signature</u>
Scott Lewis	Superintendent	_____
Kyle Estes	Dist. Title IX Coord.	<u>Kyle Estes</u>
Rick Lasley	Principal	<u>Rick Lasley</u>
Danielle Peter	Teacher/Coach	<u>Danielle Peter</u>
Dave Cowden	Coach	<u>Dave Cowden</u>
David Hobbs	Athletic Director	<u>David Hobbs</u>
Tom Magan	Guidance Counselor	_____
Luke Case	Student Rep.	<u>Luke Case</u>
Carli Mosby	Student Rep.	<u>Carli Mosby</u>

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Hancock Co. High School

Fall - Winter - Spring Title IX Sports Review Date 3/29/11 20 11

The Gender Equity Committee shall develop and continually monitor a Title IX action plan and time table for implementation. The plan should include changes and corrective action as a result of each audit. The plan should include a review of the current status of sports offerings for boys and girls and compare such things as:

- Locker Rooms, Practice and Competition Facilities

Title IX Revisit found satisfactory

- Coaching Stipends

Title IX Revisit found satisfactory

- Sports Budgets and Expenditures
- Equipment, Supplies
- Travel Allowances
- Medical and Training Facilities
- Total expenses for each gender

same as above

- Scheduling of games and practice times

same as above

- Coaching assistance

same as above
discussed trying to find more in-school coaches

- Other support services such as booster organizations

discussed need to monitor more closely for Title IX purposes

- The Committee shall identify specific areas for improvement in the athletics program giving priority to items required for equitable treatment of girls and boys

Title IX Revisit found this area satisfactory save for offering another female sports. Discussed soccer for girls

- A timetable shall be established for improving current sports programs where needs are identified based on the following:

1. A comparison of sports offerings for males and females
2. Facility improvement development necessitated by the self-assessment
3. Equalization of recognition programs
4. Revisions in coaching staff identified by the self-assessment

All 4 steps above found satisfactory by Title IX revisit

Hancock Co. High School

Fall - Winter - Spring
Page 2

Title IX Sports Review

Date 3/29 20 11

Other: *No other discussion*

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April 9, 2011

To: Gary Lawson, KHSAA

From: David Hobbs, Athletic Director, Hancock Co. High School

Re: Documentation of Uniform Rotation

As pursuant to KHSAA Title IX Re-Visit Final Audit Report, Hancock County High School has developed a uniform rotation and/or replacement policy.

The policy is outlined below and will be included in our Title IX permanent record and distributed to all coaches affected.

Sport	Rotation 1	Rotation 2	Rotation 3
Boys Basketball	2011	2015	2019
Girls Basketball	2012	2016	2020
Baseball	2011	2015	2019
Softball	2012	2016	2020
Volleyball	2011	2015	2019
Football	2011	2014	2017

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Kevin Lasley
Mary Lasley
Wes Meserve
Lisa Midkiff
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April 9, 2011

To: Gary Lawson, KHSAA

From: David Hobbs, Athletic Director, Hancock Co. High School

Re: Documentation of Support Services – Monitor Booster Club Spending

As pursuant to KHSAA Title IX Re-Visit Final Audit Report, Hancock County High School has developed a written description of steps to be taken by school administrators to monitor booster club spending for the provision of equity.

The policy is outlined below and will be included in our Title IX permanent record.

Beginning with the 2011-12 school year it will be the Athletic Director's responsibility to ensure that the booster club treasurer of each sport will report spending on a monthly basis to the Athletic Director, which will keep a record of each report.

SUPPORT STAFF

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Jeanette Connor
Robin Elder
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Sally Jackson
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Deborah Kurz
Pam Martin
Denice Roach
Beverly Robbins
Linda Smith
Pam Turner
Bonnie Voyles
Judy White
Juli Williamson
Janine Wilson

"High Expectations – success for all"

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major deficiencies were designated as a result of the recent school visit.

Although not currently rendered as deficient, there are some *areas of concern* that should be addressed for the school to maintain a non-deficient status. These include the following.

- There is a need to document the provision of equitable access for female athletes to a weight training facility.
- A review of the salary stipend allotted for the position of assistant volleyball coach is recommended in an attempt to insure equity with other sports.

7. KHSAA Recommended Action in relation to new deficiencies

No new deficiencies were designated by the recent school visit.

The following *areas of concern* should be addressed by school officials in a timely manner.

(COACHING) On or before May 10, 2011, the school should submit to KHSAA a written review and/or justification of the current salary supplement allotted for the assistant volleyball coach. This documentation should be signed by the school Title IX coordinator, the district Title IX coordinator, and the school principal.

(MEDICAL AND TRAINING FACILITIES AND SERVICES) On or before May 10, 2011, the school is to submit to KHSAA a written usage schedule for Weight Room #2 that shows equal accessibility for female athletes. This schedule should be placed in the school's Title IX file and also be posted at the appropriate facility.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated on the April 5, 2001 audit report.