



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

**(For schools re-visited during the 2016-2017 school year)**

School: Hancock County  
 Prepared By: Gary W. Lawson  
 Date of Re-Visit: September 19, 2016  
 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
- Corrective Action 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
	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 met the standard established by Test 1 for provision of athletic opportunities during the 2015-16 school year. The T-1 form in the 2015-16 annual Title IX report shows that females were 45.9% of the school's athletic participants, and they were 47.5% of the school's enrollment. The Title IX internal audit summary for the 2015-16 annual report documents that both subtest 1 and subtest 2 for opportunities Test 1 were being met.

- 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 data submitted by the school indicate that the standard established by Test 2 for provision of athletic opportunities has not been met during either of the past two school years. The T-2 form in the 2015-16 annual report shows that three teams with approximately 53 current participants have been added for female participation during the past five years. The addition of these teams has increased female participation by 19.6%

- 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 data and information submitted in the annual Title IX reports give strong indication that the standard established by Test 3 for provision of athletic opportunities is not being met. The documentation on the T-63 form in the 2015-16 annual report shows indicated interest in bowling (18), soccer (40), and swimming (19). There is no evidence provided in the report showing that these indicated interests have been pursued for validity.

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

Comments: The T-63 form in the 2015-16 annual Title IX report documents that a 92.8% completion rate was received 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
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Accommodation of Interests and Abilities	X		<p>The May 15, 2001 Title IX school visit report deemed this area <i>Satisfactory</i> and specified that the school appeared to meet the standards established for all three tests for the provision of athletic opportunities. The January 26, 2011 school visit report documented that the school was <i>Deficient</i> in this area because they did not provide evidence that they were meeting the standard established by any of the three opportunities tests. A review of the annual reports for the past two years gives indication that the standard established by Test 1 (<i>substantial proportionality</i>) is being met at this time. According to current parameters, the percentage of female participants seems to be substantially proportional to the percentage of female enrollment. (See detailed explanation for all three opportunities tests on page 2 of this report.) During the most recent school visit, a thorough review of the Title IX file was conducted. The file was found to contain the two previous Title IX school visit reports, annual Title IX reports for the past five years, a board-approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, game schedules for all school-sponsored varsity teams, written schedules for use of all shared athletic facilities, written guidelines regarding awards and recognition of athletic accomplishments for both genders (see <i>Publicity</i>), written designation of the locker room and athletic equipment storage space assigned each team (see <i>Locker Rooms, Practice and Competitive Facilities</i>), a listing of the money allotted for uniform purchases (see <i>Equipment and Supplies</i> and <i>KHSAA Recommended Action</i>), and written regulations regarding the equitable provision of travel and per diem. The file contained sign in sheets and some agendas for past Gender Equity Review Committee meetings, but <u>no actual written minutes for any meetings were found</u>. An accurate number of meetings could not be verified. (See <i>KHSAA Recommended Action</i>.) The file also contained an emergency procedures document that was quite comprehensive, but it did not show plans</p>
Accommodation of Interests and Abilities			

continued			for specific athletic venues as required by KRS 160.445. (See <i>KHSAA Recommended Action.</i> )
Equipment and Supplies		X	Both the May 15, 2001 and the January 26, 2011 Title IX school visit reports rated this benefit category <i>Satisfactory</i> . The 2011 report did document that the uniform review/replacement plan provided by the school did <u>not</u> show equitable cycles for replacement of uniforms. The most recent visit again showed that the school does <u>not</u> have a uniform rotation/review plan that shows a full replacement cycle for all school-sponsored teams. Interviews with student athletes gave a strong indication that equitable cycles for replacement were not being followed. The uniforms reviewed during the most recent visit appeared to be of mid-to-high quality and were provided in equitable quantities except in the case of baseball (three jersey tops) and softball (two jersey tops). According to the information submitted in the 2014-15 and 2015-16 annual Title IX reports, the school was spending approximately \$88 per female athlete and \$110 per male athlete for equipment and supplies. The school's failure to provide evidence that uniforms were being purchased on equitable cycles and the fact that interviews did not indicate that a uniform review/replacement plan was being followed during either the 2011 or 2016 visit render this benefit category to be deficient. (See <i>KHSAA Recommended Action.</i> )
Scheduling of Games and Practice Time	X		The two previous Title IX school visit reports rated this benefit category <i>Satisfactory</i> . Information provided during the most recent visit indicated that the number of competitive events scheduled for teams of "like" sports was comparable. The tour of facilities revealed that the two competitive venues that are shared by boys and girls were the gym and weight training room. The Title IX file contained equitable usage schedules for both these facilities. Scheduling athletic events during the most optimal playing times was discussed and school officials were commended for the provision of parity regarding this benefit.
Scheduling of Games and Practice Time			

Travel and Per Diem Allowances	X		<p>The 2001 and 2011 school visit reports rated this benefit category <i>Satisfactory</i>. Written guidelines addressing equitable provision in relation to mode of transportation and meals and lodging were found in the Title IX file. The interviews gave strong indication that at least some of the coaches were not familiar with these regulations. <u>It was emphasized to school officials that regulations contained in the Title IX file should be shared with all head coaches as well as members of the Gender Equity Review Committee.</u> Information submitted in the 2014-15 and 2015-16 annual Title IX reports show that the school was spending approximately \$104 per female athlete and \$79 per male athlete for travel and per diem.</p>
Coaching	X		<p>The two previous Title IX school visit reports deemed this benefit category <i>Satisfactory</i>. According to information revealed during the most recent school visit, the high school principal is responsible for the evaluation of all head coaches. A written instrument is not currently used as part of this endeavor. A review of the district's extra service pay schedule for coaches indicated relative parity. Information in the 2015-16 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports was comparable. According to data submitted on the most recent T-35 form, the coaching ratio for female athletes was 12.3 participants per coach and the ratio for male athletes was 11.8 participants per coach. Information gathered during the recent visit indicated that 50% (3/6) of the head coaches of girls teams and 67% (4/6) of the head coaches of boys teams were employed on the school campus. <u>The school failed to report the status of the boys and girls head tennis coaches.</u></p>
Locker Room, Practice and Competitive Facilities	X		<p>The Title IX school visit reports for 2001 and 2011 rated this benefit category <i>Satisfactory</i>. The 2011 report stated that all locker rooms, practice and competitive facilities appeared to offer equitable amenities. The most recent visit showed that, in general, the practice and competitive venues were in good condition and well maintained. The softball field, baseball field, cross country course, and tennis courts</p>

Facilities continued			<p>are all located at Vastwood County Park which is about one mile from the school. The baseball and softball fields have similar amenities and both teams have their own indoor hitting facilities. The baseball field scoreboard is superior to the one at the softball field, but the hitting facility for softball is much better maintained. It also seemed that the field maintenance for softball was somewhat superior to that for baseball. According to documentation provided by the athletic director, all teams had assigned locker room space. The interviews with coaches and student athletes did not confirm all of these assignments. <u>It was again emphasized to school officials that locker room and athletic equipment storage space assignments should be shared with the coaches and Gender Equity Review Committee.</u> It was also noted that there was a slight advantage in the security of the locker room space assigned to boys basketball and football. (See <i>KHSAA Recommended Action.</i>) The equipment storage space assigned for boys basketball seemed to have a slight advantage over the space assigned to girls basketball. (See <i>KHSAA Recommended Action.</i>) Other than the above mentioned disparities, the assignment of locker room and storage space appeared equivalent.</p>
Medical and Training Facilities and Services	X		<p>The two previous school visit reports rendered this benefit category <i>Satisfactory</i>. The most recent visit revealed that the school has a large weight training room located in the athletic complex. There was a usage schedule for this venue in the Title IX file, but <u>it was not posted at the facility.</u> (See <i>KHSAA Recommended Action.</i>) The tour did show that there was a need for more equipment options that were suitable for use by female athletes. (See <i>KHSAA Recommended Action.</i>) An athletic trainer is available to all student athletes on an equitable basis (Monday and Wednesday afternoons) through a contract with Owensboro Sports Medicine. Student athletes at Hancock County High School are responsible for getting their own physical examinations.</p>
Publicity	X		The 2001 Title IX school visit report rated this



			<p>benefit category <i>Deficient</i> but did not document the specific reasons. The 2011 report rated this benefit category <i>Satisfactory</i>. The school currently has one varsity cheerleading squad that cheers at all home and post season games for football. They also cheer at all home games, all "A" class games, and post season games for the girls and boys basketball teams. The full band performs at all home football games. The pep band performs at five home girls basketball games and at the same number for boys. A local radio station broadcasts all home football games as well as ten selected games for the boys basketball team and the same number for girls basketball. The Title IX file contained equitable written guidelines for provision of athletic awards, letters, the posting of athletic banners, and criteria for induction into the school's athletic/academic hall of fame. <u>Upon receipt of this report, it is recommended that the guidelines for post season banquets be expanded to include administrative oversight for the provision of parity.</u> Information in the 2014-15 and 2015-16 annual Title IX reports show that the school spent approximately \$8 per female athlete and the same amount for each male athlete for awards.</p>
Support Services	X		<p>The two earlier Title IX school visit reports rated this benefit category <i>Satisfactory</i>. The 2011 report documented that there appeared to be very little administrative oversight of booster spending. According to information supplied by school administrators, all athletic teams sponsored at the school have booster club support. All these clubs, except baseball and softball, house their funds in school accounts where the purchase order process is mandated for all expenditures. The school is considering requiring all booster clubs to deposit funds in school accounts resulting in all clubs following the same rules. The internal analysis form for the 2014-15 annual Title IX report showed that 58% of athletic expenditures was for females who made up 45% of the athletic participants, and 42% of expenditures were for males who made up 55% of participants or approximately</p>

Support Services continued			\$1,753 per female athlete and \$1,041 per male athlete. In 2015-16, the internal summary showed that athletic spending was within generally acceptable parameters for the provision of parity in regard to athletic benefits.
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 T-60 forms call for the following:

*"Gauging interest in new sports or sport activities."*

THE SCHOOL HAD THIS SAME ITEM FOR IMPROVEMENT ON BOTH THE 2014-15 AND 2015-16 T-60 FORMS. THE ANNUAL REPORTS SHOW NO EVIDENCE THAT STEPS HAVE BEEN TAKEN TO ADDRESS THE INDICATED INTERESTS ON THE 2015-16 ATHLETIC INTEREST SURVEY.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The one major deficiency designated as a result of the September 19, 2016 Title IX school visit was within the benefit category of **Equipment and Supplies**. This deficiency was assessed due to the school's failure to provide evidence of the development and implementation of an equitable uniform review, rotation, and/or replacement plan at the time of either the January 26, 2011 school visit or the most recent visit. (See *KHSAA Recommended Action*.)

Although not currently deficient, there were several "areas of concern" listed in this report.

- The need for expansion of the current regulations to include administrative oversight to insure parity in the provision of athletic banquets; (See *Publicity*)
- The need to communicate the assignment of locker room and athletic equipment storage space to coaches and Gender Equity Review Committee members. (See *Locker Rooms, Practice and Competitive Facilities*);
- The need to provide equitable locker space and equipment storage space for girls basketball. (See *KHSAA Recommended Action*);
- The need to provide written minutes for all Gender Equity Review Committee meetings. (See *KHSAA Recommended Action*);
- The need to provide a venue-specific athletic facility emergency medical plan.(KRS-160.445) (See *KHSAA Recommended Action*);
- The need to post a usage schedule at the weight training facility showing equitable access for both genders. (See *KHSAA Recommended Action*);
- The need to provide more equipment in the weight training room which is suitable for use by female athletes. (See *KHSAA Recommended Action*.)

7. KHSAA Recommended Action in relation to new deficiencies

**(Equipment and Supplies)** On or before December 1, 2016, the school is to submit to KHSAA an equitable uniform review, rotation, and/or replacement plan which shows a full cycle of review/replacement for all school sponsored teams. This plan, as submitted, is to be signed by the head coaches of all teams, all members of the Gender Equity Review Committee and the school principal. It should also become a part of the school's permanent Title IX file.

Although not currently designated as deficient, the following "areas of concern" are to be addressed in an attempt to insure that equitable opportunities and benefits are provided.

(Locker Rooms, Practice, and Competitive Facilities)

- On or before December 1, 2016, the school is to submit to KHSAA a written plan for provision of equitable locker space for the girls basketball team.
- On or before December 1, 2016, the school is to submit to KHSAA a written plan for provision of equitable equipment storage space for the girls basketball team.

(Accommodation of Interests and Abilities)

- On or before April 10, 2017, the school is to submit to KHSAA written minutes for at least three Gender Equity Review Committee meetings held during the 2016-17 school year. These minutes are to be signed by the G E R C members in attendance and the school principal.
- On or before December 1, 2016, the school is to submit to KHSAA a written Athletic Facility Emergency Medical Plan that meets the requirements established in KRS160.445.

(Medical and Training Facilities and Services)

- The School Improvement Plan (T-60) in the April 30, 2017 annual report is to include the steps being taken by the school to insure that equipment suitable for use by female athletes is provided in the weight training room.
- On or before December 1, 2016, the school is to submit to KHSAA a picture of a posted usage schedule at the weight training facility that shows equitable access for female athletes to this venue.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

It does appear that the school has addressed the deficiency in the area of Accommodation of Interests and Abilities designated in the January 26, 2011 Title IX school visit report. The most recent annual reports provide strong evidence that the standard established by Test 1 for provision of athletic opportunities is being met. School officials were encouraged to take specific steps to address the indicated athletic interests shown on the most recent survey to attempt to meet the standard established by Test 3.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Danny Gray, #80 St. Road 271, Lewisport, KY 42351  
(270) 927-6953

District Level Title IX Coordinator: Nick Boling, #80 St. Road 270, Hawesville, KY 42348  
 (270) 927-6914

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Emma Robinson	Student Athlete	(270) 927-6953
J.T. Bell	Student Athlete	(270) 927-6953
Tori Schneider	Girls Golf	(270) 927-6255
Wes Meserve	Boys/Girls Track/ X Country	(270) 927-6953
H.D. "Dave" Cowden	Boys Golf	(270) 485-2114
Megan Boling	Parent	(270) 927-6953
Danny Gray	Athletic Director	(270) 929-5803
Thomas Magan	Guidance Counselor	(270) 927-6953

10. Comments

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