



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

(For schools re-visited during the 2012-2013 school year)

School: Harlan County High School

Prepared By: Kathy Johnston

Date of Re-Visit: December 6, 2012

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
x	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 data and reports submitted for the 2010-2012 school years, it appears that Harlan County High School has not met the standard of Test 1 in regard to 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: This is the fifth (5th) year since the opening of Harlan County High School. All teams are considered new and fall under the 5-year statute regarding program expansion. The 2012-2013 school year will be the final year of this statute for those teams added during the 2008-2009 school year.

- 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 2011-2012 school year, it appears that Harlan County High School does not meet the standard of 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 to submitted reports, the most recent Student Interest Survey was conducted during the 2011-2012 school year. Students in grades 8-11 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		<p>According to submitted reports, the most recent Student Interest Survey was conducted during the 2011-2012 school year. Students in grades 8-11 were surveyed with a return rate of 89%. Results from the survey indicated interest in girl's golf, soccer, swimming, and bowling. In order to meet the Test 3 standard, meetings (minimum of 2) should be held to determine the validity and feasibility of each sport interest. The results should be reported on the T-3 form of the 2013 Annual Report.</p> <p>(see recommendation a.)</p> <p>There are currently seven (7) varsity sports for males and six (6) for females.</p>
Equipment and Supplies	x		<p>Uniforms viewed were of high quality and appeared to be provided equally for all sports. There was written evidence of a five (5) year cycle for uniform review and/or replacement. All other viewed equipment appeared to be comparable and equitable for access to both genders. A two year review of spending in this area meets the acceptable parameters on a per athlete basis.</p>
Scheduling of Games and Practice Time	x		<p>Equitable, written schedules were viewed regarding the scheduling of games and practice times. Written evidence was also available and posted at the sites for the shared facilities of the gymnasium, weight room, and indoor hitting facility. There was viewed evidence of all the most recent athletic schedules which showed comparability for number of competitive opportunities provided and parity in the like sports.</p>

Travel and Per Diem Allowances	x		<p>There was written evidence of a travel guideline that included mode of transportation for regular season and post season contests. There was also written evidence of a per diem (food, overnight housing) guideline that provided parameters for expenditures specific to participation in post season KHSAA sanctioned events.</p> <p>(see recommendation b.)</p>
Coaching	x		<p>There was viewed evidence of a school board approved salary schedule which provided overall equivalence and parity regarding comparable salaries and number of coaching positions for the like sports. According to submitted data, the ratio of coach to student access was 10:1 for females and 10:1 for males. The reported number of on-campus head coaches for female teams is 50% and 28% for males.</p>
Locker Rooms, Practice and Competitive Facilities	x		<p>There was viewed evidence of locker room, storage space, and office assignment for all teams, except golf. All viewed locker and storage room areas were comparable with similar amenities and aesthetic value.</p> <p>(see recommendation c.)</p> <p>It appears that all facilities are shared equitably and that the overall provision of equity is being met. Harlan County High School opened during the 2008-09 school year. The on-campus athletic competitive facilities that have been developed since that time include the baseball / softball complex, indoor hitting facility for softball / baseball, tennis courts, cross country course, gymnasium, weight room, training room, football field, and track. Interviews with administration indicate that future plans include an on-site football locker room, storage area, and office space along</p>

			with a possible soccer field. Currently, the football team's locker room and practice area are located at the Cawood High School, approximately seven (7) miles from campus. The golf team has access to the Harlan County Country Club and Cumberland Country Club for practices and competitive matches.
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Medical and Training Facilities and Services	x		<p>There are currently two (2) weight rooms that provide access to the student athletes at Harlan County High School. One weight room is located at the Cawood High School, approximately seven (7) miles off campus, and is used exclusively by the football team. The second weight room is shared by all other teams and is located off the gymnasium. It is well equipped with several universal machines, and lighter weights appropriate for female use. There was written and posted evidence of a weight room usage schedule that showed equitable access. Interviews with administration indicate that athletic training services are on a part time basis and are available at home football, and basketball games. Interviews with administration also indicated that local physicians and nurses are present at Harlan County High School and available to all students a minimum of three (3) days a week for evaluation, treatment, and physical exams. Athletic physicals are also scheduled at the end of each school year for all students, free of charge.</p> <p>(see recommendation d.)</p>
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Publicity	x		<p>There was written evidence of an awards guideline that provided criteria for banner and picture display. There are also designated trophy cases for all teams, located in the main lobby area, outside of the gymnasium. Interviews with administration and coaches indicated that there is no provision for end of season team recognition or team awards. Interviews with students indicate that some teams may be receiving team awards through an end of the season recognition program.</p> <p>(see recommendation e.)</p> <p>Interviews with administration indicate that there is one cheerleading squad that performs equitably at football and girls / boys basketball games. Other support groups, pep band and dance team, also appear to perform equitably at football and girls / boys basketball games. All schedules of support appear to be done equitably and with administrative oversight.</p>
Support Services	x		<p>According to the data and reports submitted, it appears that overall spending for the past two (2) years has fallen within the acceptable parameters both on a percentage and per athlete basis. Interviews with administration indicate that many of the sports teams have booster clubs with bank accounts housed outside of the school. Interviews with administration indicate that all fundraisers must have approval prior to the activity. It appears that all booster clubs follow the guidelines as set forth by the Redbook Accounting Procedures, but there is no guideline or procedure of administrative oversight regarding booster expenditures.</p> <p>(see recommendation f.)</p>

Athletic Scholarships			N/A
Tutoring			N/A
Housing and Dining Facilities and Services			N/A
Recruitment of Student Athletes			N/A

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

- Completion of softball / baseball complex
- Meetings to determine interest for girl's golf, soccer, swimming, bowling

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Although there were no observed deficiencies in the overall athletic program at Harlan County High School, the following recommendations should be addressed to ensure overall equivalence:

- a. Upon receipt of this report, a minimum of two (2) meetings shall be held after school to determine if indicated interest in girl's golf, swimming, soccer, and/or bowling is valid. The results of each meeting shall be evidenced by date of meeting, sign-in sheets showing attendance, and time of meeting. If validity is established, then the exploration of feasibility in adding a new sport should be determined. All documentation and action taken should be made evident on the T-3 form that will be submitted with the 2013 annual report.
- b. Upon receipt of this report, the Gender Equity Committee should review the current Travel and Per Diem guideline with consideration of expansion to include the provision for regular season. Please provide the results of this review to the KHSAA by April 30, 2013.
- c. Upon receipt of this report, the Gender Equity Committee should review the current Locker Room Assignment list with consideration of expansion to include locker room access for the golf team. Please provide the results of this review to the KHSAA by April 30, 2013.
- d. Upon receipt of this report, the Gender Equity Committee should review the weight room usage schedule with consideration to seasonal team priority access to ensure overall equivalence. Please provide the results of this review to the KHSAA by April 30, 2013.
- e. Upon receipt of this report, the Gender Equity Committee should review the current Awards Guideline with specific reference regarding post season banquets and the presentation of team awards. A survey should be done of each team to determine any end of season recognition, and if such exist, establish a guideline that will ensure overall equivalence and parity for the like sports. Please provide the results of this review and survey to the KHSAA by April 30, 2013.
- f. Please submit to the KHSAA, no later than March 14, 2013, an established guideline that would provide for administrative approval and oversight of booster club expenditures that will ensure overall equivalence.

7. KHSAA Recommended Action in relation to new deficiencies

N/A

8. KHSAA Recommended Action in relation to recurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Fred McCreary, 606-574-2020

District Level Title IX Coordinator: Brent Roark, 606-573-4330

Name	Title	Telephone
David Evans	Parent	606-574-2020
Kristie Madden Machowak	Teacher	606-574-2020 ext.3524
Drew Chamberlain	Coach	606-574-2020
Fred McCreary	Athletic Director	606-574-2020
Bob Howard	Principal	606-505-7332 (cell)
Gary Lawson	KHSAA	502-545-3393
Kathy Johnston	KHSAA	859-494-2509

9. Comments

The administration was very welcoming and well prepared for the visit. The permanent Title IX file was well organized and inclusive of all previous Annual reports, meeting agendas, and minutes. The first submitted Annual Report was the 2010-2011 school year.

The public forum, scheduled for 3:00 pm was held in the Harlan County High School library. With no one in attendance, the audit team left at approximately 3:30 pm.