



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

(For schools re-visited during the 2014-2015 school year)

School: Harrison County High School
Prepared By: Barbara Kok
Date of Re-Visit: November 6, 2014
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 Action 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 information submitted for the years 2011-2014, it appears that Harrison County High School has not met the standard for 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 information and data submitted for the years 2011-2014. It appears that Harrison County High School has not met the standard 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 information and data submitted for the years 2011-2014, it appears that Harrison 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 to the information submitted, Harrison County High School conducted the Student Interest Survey January 2014 with a return rate of 100%.

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 the data submitted for the Student Interest Survey, students in grades 8-11 were surveyed with a return rate of 100%. There are currently twenty sport level opportunities for females and males. The school is currently monitoring the interest in Bass fishing and field hockey.</p> <p>The Title IX file was well organized and contained all relevant materials and policies.</p>
Equipment and Supplies	X		<p>Uniforms viewed appeared to be of mid to high quality and equivalent in quantity for all teams. A written review/rotation policy indicated a 3-6 year replacement cycle that showed parity for all sports. Coaches interviewed appeared to be unsure of the rotation of review. It is the responsibility of the administration to make coaches aware of the written uniform review/replacement policy.</p> <p>All other viewed equipment appeared to be equivalent in quality and available for equitable access.</p> <p><u>A two-year expenditure average shows approximately \$169 spent per male and \$116 spent per female. This is a slight advantage to the male athlete and it is recommended the school continue to monitor this benefit area.</u></p>
Scheduling of Games and Practice Time	X		<p>Equitable, written plans regarding the scheduling of games and practice at shared facilities was present in the Title IX file and posted at all sites. The school currently meets the requirement for prime time play in regard to girl's basketball.</p>
Travel and Per Diem Allowances	X		<p>There was written evidence of a travel and per diem guideline, which provided for equivalence and administrative oversight. Transportation is provided by school bus or vans. Food allowances per meal were determined by the policy. Information regarding parameters for housing was not included in the written policy.</p> <p>See KHSAA recommendations.</p>
Coaching			<p>There was evidence of a written Board</p>

	X	<p>approved pay schedule of coaching positions that appeared to show parity and equivalence for all sports.</p> <p>A review of on-campus and off-campus coaches showed equitable access for male and female athletes. The ratio of coach to athlete appears to favor male with 9:1 for male and 12:1 for females. <u>It is recommended the school continue to monitor this and work to recruit more coaches for female sport teams.</u></p> <p>The athletic director indicated there was no set procedure for evaluation of coaches and it was not required at this time.</p>
Locker Rooms, Practice and Competitive Facilities	X	<p>There was written evidence of equitable locker room and storage assignment for all teams. All available locker rooms appear to be equitable and with similar amenities. It is the responsibility of the athletic director to make coaches and athletes aware of their assignment.</p> <p>Volleyball, girls and boys basketball share the gymnasium with priority given to in season sports.</p> <p>Football, girls and boys soccer and track compete at the Athletic Complex. Soccer has use of a practice field during the summer at LeBus Field. Plans are being made to construct a practice field on campus.</p> <p>The softball field and baseball field are on campus with amenities slightly favoring the baseball team. (Press box and dugouts larger, scoreboard more info, maintenance of grass)</p> <p>Wrestling practices and competes at Southside Elementary.</p> <p>Archery practices and competes at Harrison County Middle school.</p> <p>There are 6 tennis courts on campus that appeared to be well maintained.</p> <p>Off campus venues include: Bowling-Galactic Alley Golf-Cynthiana Country Club</p>

<p>Medical and Training Facilities and Services</p>	<p>X</p>		<p>The weight room is located in the newly-constructed Field House. There was written and posted evidence of a weight room schedule that showed parity. Equipment in the weight room did not appear to be "female friendly"-not many lighter hand weights or plates. Interviews with athletes and coaches indicated usage is equitable with time consideration given to all. A strength and conditioning coach works with all teams.</p> <p>Athletes are given the opportunity for a free athletic physical exam during the summer.</p> <p>Services for an athletic trainer are contracted through Harrison Memorial Hospital. The athletic trainer is available every afternoon. There are two training rooms (one in field house and one in the gymnasium) that appear to be accessible to all.</p> <p>A local physician is available for evaluation of injuries one day each week.</p> <p>Emergency plans for all sport venues were in the Title IX file.</p>
<p>Publicity</p>	<p>X</p>		<p>Harrison County High school has one cheerleading squad that cheers all home football, girls and boys basketball games, as well as post -season events. The athletic director oversees scheduling of other support groups (marching band, pep band, dance team) to ensure parity between male and female teams.</p> <p>The written awards policy viewed included guidelines for the provision of earned individual awards and team pictures on display. Criteria for banners in the gymnasium and end of season banquets were not addressed in the policy.</p> <p>See KHSAA recommendations.</p>
<p>Support Services</p>		<p>X</p>	<p>Interviews with the athletic director and school administration indicated most athletic teams have "Booster" clubs with in-school accounts. Four teams have outside accounts. There were no signed agreements with the Booster clubs and no mechanism in place for administrative oversight to ensure equity in expenditures.</p>

			<p>This benefit area is deficient due to the difficulty in ascertaining accurate expenditures. The 2013-2014 Annual Report (T35) of actual expenditures was incorrectly reported in the areas of boosters and facilities. Monies raised and contributed to teams were not entered in the booster columns. Money for the construction of the Field House was distributed to all sports teams. Future plans for the facility may include usage by all teams but at this time only a few teams actually occupy the building. The weight room housed in the building is only a small portion of the facility.</p> <p>Due to these inaccuracies in reporting, determining overall spending for a two-year period to be equitable could not be achieved.</p> <p>See KHSAA recommendations</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)

Equipment and supplies: Spending increased for females

Travel and per diem: Offer more travel to all teams and assist with money

Coaching: Recruit assistant volunteer coaches

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

A deficiency was observed in the benefit area of Support Services due to incorrect reporting on the 2013-2014 T35 Annual report.

7. KHSAA Recommended Action in relation to new deficiencies

Full and accurate reporting of expenditures is important in determining the overall equivalence in spending. Please review and correct the information provided on the 2013-2014 T35 regarding contributions of boosters for all teams. Please review and correct on the 2013-2014 T35 regarding the distribution of expenditures for facilities (monies spent to construct the new field house). This self-analysis should be presented in written form to the KHSAA no later than **April 15, 2015**.

Although not deficiencies, the following recommendations should be addressed by the Gender Equity Review committee to help ensure consistent, equitable benefits:

1. Please submit to the KHSAA by **April 15, 2015, written** guidelines in the benefit area of travel/per diem expanded to include parameters for housing on overnight trips.
2. Please submit to KHSAA by **April 15, 2015, written** guidelines in the benefit area of Awards that will include criteria for banners on display in the gymnasium and end of season banquets.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Brad Allison

District Level Title IX Coordinator: Brad Allison

Name	Title	Telephone
Amy Coleman	Principal	859-234-7117 ext 2302
Kim Furnish	Girls Basketball Coach	859-234-7117 ext 2224
Christine Garnett	Softball Coach	859-234-7117 ext 2202
Gary Lawson	KHSAA	502-545-3393
Barbara Kok	KHSAA	859-361-2044
Jake Jones	Student	859-234-7117
Amelia Bolin	Student	859-234-7117
Jami Davis	Student	859-234-7117
Malcom Walker	Student	859-234-7117
Jean Jones	Parent	859-234-6495
Ron Markley	Coach	859-234-7117
Brad Allison	Athletic Director	859-234-7117

9. Comments

The athletic program at Harrison County is well supported and a great source of pride for the community. The administration and athletic director are to be commended for the major improvements and additions to the athletic facilities on campus (i.e., athletic complex with new track facilities and recently completed field house). Future plans include expansion of the weight training facility and construction of an on-campus practice soccer field.

Students interviewed were well informed and appeared to be active members of the Gender Equity Review Committee.

No one attended the public forum held at 3:00.