



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

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

School: Hazard High School  
 Prepared By: Kathy Johnston  
 Date of Re-Visit: October 7, 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 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
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 years 2011-2014, it appears that Hazard High School does not meet the standard of 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 data and reports submitted for the years 2011-2014, it appears that Hazard High School does not meet the standard of Test 2 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 data and reports submitted for the years 2011-2014, it appears that Hazard 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 administered during the 2013-2014 school year. Students in grades 8-11 were surveyed 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>The most recent Student Interest Survey was conducted during the 2013-2014 school year. Students in grades 8-11 were surveyed with a return rate of 100%. The survey indicated interest in the area of bowling, however, this was not indicated on the T-3 form of the 2014 Annual Report. Interviews with administration indicated that the pursuance for real interest in bowling will occur. According to submitted documents, Hazard High School sponsors eight (8) varsity sports for both males and females. Interviews with administration also indicated the addition of bass fishing as a sport activity beginning this school year. It appears that Hazard High School will be meeting the standard of Test 3 with the follow-up documentation that is to be included on the T-3 form of the 2015 Annual report, relative to the results of the bowling interest.</p> <p>(see recommendation 6.)</p>
Equipment and Supplies	X		<p>Uniforms viewed appeared to be of high quality and equitable with regard to the quantity provided. There was written evidence of an equitable three (3) and (4) year plan for uniform review and/or replacement. Student athletes in the sports of tennis and golf each purchase and retain their uniforms. There was also written evidence for the provision of administrative oversight with regard to specific sport inventory reporting that takes place at the beginning and end of each season. All other viewed equipment appeared to be of good quality and available for equitable access.</p>

Scheduling of Games and Practice Time	X		<p>There was viewed evidence of all the most recent athletic schedules for all teams. A review of current and past schedules showed comparability for the number of competitive events and parity for the like sports. There was also written evidence of all team practice schedules which showed overall equivalence and access specific to team practice and game times. There was written evidence of equitable scheduling, usage, and access to the shared facilities of the Memorial Gym, soccer/football field, Hazard High Gym, and the weight room.</p>
Travel and Per Diem Allowances	X		<p>There was written evidence of a Travel and Per Diem guideline that included mode of transportation and allowance for per meal cost on away contests. Mode of transport is provided by school bus and meal allowance was set at \$5.00 per meal. Interviews with administration indicated that administrative approval is required for all overnight trips and that hotel allowance was based on four (4) student athletes per room.</p> <p>(see recommendation 6.a.)</p>
Coaching	X		<p>There was viewed evidence of a school board approved salary schedule which showed overall equivalence regarding compensation and parity in the number of coaching positions for the like sports. Interviews with administration indicated that five (5) out of eight (8) varsity head coaches are on-campus for the boys and four (4) out of eight (8) varsity head coaches are on-campus for the girls. Interviews with student athletes indicated the opportunity for available access and contact to all coaches. Through interviews with administration and coaches, it appeared that</p>

		<p>reported coaching numbers on the T-35 form of the 2014 Annual Report may be inaccurate due to the inclusion of middle school coaches and other game personnel in that category. There was written evidence of an evaluation tool for a coach that is utilized at the end of each team's season.</p> <p>(see recommendation 6.b.)</p>
Locker Rooms, Practice and Competitive Facilities	X	<p>There was viewed evidence of locker room assignment for all sponsored teams. The boys and girls basketball locker rooms, located in the Memorial Gym, have recently been updated and renovated. The football team is assigned the locker room area in the football complex. All other teams share the boys and girls locker rooms located at the Hazard High School gym. All locker rooms appear to provide overall comparability and with similar amenities. It is noted, however, that there is no water source available to athletes, for drinking, in the boys and girls locker rooms at the Hazard High School gym. This concern falls within the category of safety and hydration with regard to athletes utilizing that space. There were also viewed storage areas for all teams. All viewed practice and competitive facilities appear to be in very good condition and well maintained. Several improvements have been made to the softball field since the last audit; electricity and lights available in the dugout area, press box addition, heated dressing area attached to home dugout, and hitting cage area located at the field. The golf teams practice and compete at the Hazard Country Club, and tennis teams at the community recreation Pavilion center.</p>

<p>Medical and Training Facilities and Services</p>	<p>X</p>	<p>There was viewed evidence of two (2) weight rooms. One is located in the football complex and another located in an area off the Hazard High School gym. Both areas were spacious, well maintained, and with appropriate equipment for female use. Interviews with student athletes indicated the use of both weight rooms by boys and girls teams. Schedules showing usage and access were in the Title IX file and posted at each site. Medical services are available at all home events through the volunteer services of local physician(s). Interviews with administration also indicate that local physician(s) are available for injury evaluation and/or treatment on a daily basis. Athletic physicals are made available to all students, free of charge, at the Hazard Medical Clinic, once a year, and are also available by local community medical personnel, once each sport season. There was viewed evidence of emergency action plans for all athletic venues.</p>
<p>Publicity</p>	<p>X</p>	<p>There was written evidence of an awards guideline that provided the specifics for end-of-season team recognition banquets, banner, and trophy display. There was evidence of sport schedule cards that are published for each team. There is one cheerleading squad that provides equitable support for football, girls and boys basketball games. Administrative oversight is also provided to ensure the overall equitable support given by other groups including band and pep assemblies.</p>

Support Services	X		An overall review of expenditures for a two-year cycle shows that Hazard High School has met the acceptable parameters both on a percentage and per athlete basis. Interviews with coaches indicated knowledge of the procedure regarding the process and approval to purchase items. Interviews with administration and coaches indicate that booster clubs with accounts outside of the school are football, baseball, and girls' basketball. There was evidence of booster agreements in the Title IX file that outlined requirements for school administrative approval of fund raisers and expenditures. In the previous audit of 2010 this area was found to be deficient due to a pattern of overall spending favoring males. Due to the improvements that Hazard High School has made in monitoring expenditures so as to ensure overall equivalence, it appears this deficiency has been resolved. All viewed and available office space appears to be assigned equitably.
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 Corrective Action Plan (Form T-60)

- Memorial Gym – paint girls basketball locker room
- Memorial Gym – addition of restroom in girls basketball coaching office
- Memorial Gym – addition of TV and VCR for girls basketball
- Hazard High Gym – refinish game floor and replace ceiling tiles



6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

**Accommodation of Interests and Abilities** - A review of the Student Interest Surveys conducted during the 2012 and 2014 school years indicated an interest in bowling. This information was not documented on the respective T-3 form for either year. Please refer to #7 below for recommended action.

**The following are not deficiencies, but are recommendations that should be addressed by school administration to ensure consistent, equitable benefits:**

- a. Please submit to the KHSAA, no later than **December 15, 2014**, an expanded Travel and Per Diem guideline that would include the specifics and expenditure parameters for housing/hotel for overnight stay.
- b. Please submit to the KHSAA, no later than **December 15, 2014**, a corrected listing showing the accurate number of coaches for each sport. These are to include personnel that provide day-to-day coaching instruction.

7. KHSAA Recommended Action in relation to new deficiencies

**Accommodation of Interest and Abilities** –

- conduct a minimum of two meetings, after school, to determine valid interest in bowling
- one meeting should be held for interested students and a second meeting for interested students and parents
- have interested students and parents sign-in at each meeting date
- results should be made part of your Gender Equity Committee minutes
- Submit to KHSAA, no later than **December 15, 2014**, the results of said meetings. This should include dates of the meetings and number in attendance at each.
- include results on the T-3 form of the 2015 Title IX Annual Report

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Allan Holland 606-216-2936

District Level Title IX Coordinator: Sandra Johnson 606-436-3911

Name	Title	Telephone
Harold Brashear	Girls Head Basketball Coach	606-438-6509
Mark Dixon	Football Head Coach	606-312-9508
Susie Chaney	Student-athlete	606-439-1318
Hunter Hardy	Student-athlete	606-439-1318
Allan Holland	High School Coordinator	606-216-2936
Sandra Johnson	Superintendent	606-436-3911
Happy Mobelini	Principal	606-436-3711
Kathy Johnston	KHSAA Auditor	850-494-2509 Kjohnston@khsaa.org

10. Comments

School administration and staff were very welcoming and prepared for the visit. The Title IX file was very well organized and complete. Interviews with students and coaches were very positive. Coaches were well informed and knowledgeable of all established procedures and guidelines. It appears that school administration is very committed to ensuring overall equivalence through the opportunities and benefits it provides to the students of Hazard High School.

The public forum, scheduled for 3:00 pm, was held in the school cafeteria. With no one in attendance, the auditor left the school at approximately 3:20 pm.