



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

**(For schools re-visited during the 2011-2012 school year)**

School: Heath High School  
 Prepared By: Kathy Johnston  
 Date of Re-Visit: February 8, 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

Corrective 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 reports submitted for the years 2009-2011, it appears that Heath High School does not meet the standard of Test 1 in regard to the provision for 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 2009-2011, it appears that Heath High School does not meet the standard of Test 2 in regard to the provision for 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 2009-2011, it appears that Heath High School does 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 the reports submitted, the most recent Student Interest Survey was conducted during the 2010-2011 school year. Students in grades 8-11 were surveyed with a return rate of 87%.

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 on the 2011 Student Interest Survey, students in grades 8-11 were surveyed with an 87% rate of return. There are currently 9 varsity sports offered for females and 9 varsity sports offered for males.</p>
Equipment and Supplies	x		<p>Uniforms viewed appeared to be of mid to high quality. The name brand, and lettering style on the baseball and basketball uniforms may appear to give a slight advantage to the males as compared to the screen style lettering and uniform brand for the females. There was written evidence of a rotation plan for uniform review and/or purchase. Auditors recommend that the rotation plan be re-visited by the Gender Equity Committee to insure equity in the cycle of rotation for 'like' sports. A two-year summary review of spending showed approximately two more dollars spent on females per athlete than males.</p> <p>(see KHSAA recommendation)</p> <p>Discussion with administration indicated that the uniform rotation plan for purchase has been put on 'hold' by the school's Board of Education due to the scheduled opening of a new consolidated school in the fall of 2013.</p>
Scheduling of Games and Practice Time	x		<p>Equitable, written plans were presented regarding the scheduling of games and practice times. Written evidence was also presented which showed the equitable use of the gymnasium and soccer fields as shared facilities. The school is currently meeting the requirement of prime date play for the 2011-2012 season.</p>

Travel and Per Diem Allowances	x		<p>Interviews with students, coaches, and administration indicate the provided use of school owned bus and/or vans for transport to games. Interviews also indicated the opportunity for overnight stays at competitive events. However, there was no written evidence of a travel and/or per diem (housing/food) guideline. A two-year summary review of the spending in this area showed an advantage to the females.</p> <p>(see KHSAA recommendation)</p>
Coaching	x		<p>There was written evidence of a school board approved extra service pay schedule for coaches and available positions that showed equivalence and parity for all sports. A review of the number of on-campus and off-campus coaches showed equitable access for male and female teams. The ratio of coach to student access is approximately 15:1 for females and 18:1 for males.</p>
Locker Rooms, Practice and Competitive Facilities	x		<p>All available locker rooms in the high school appear to be equitable and with similar amenities. There was written evidence of equitable locker room and storage assignment for all teams. There appears to be a disparity between the baseball and softball area in that the baseball locker room is located adjacent to the field and for exclusive use while the softball locker room is shared and located inside the high school. The softball indoor hitting facility contains two lanes for hitting/pitching while the baseball indoor facility contains two lanes for hitting and one lane for pitching. The softball facility has made great improvements since the original audit in 2001 with the addition of a scoreboard, lights, improved field surface, outdoor and indoor hitting facility, and pitching bull pen areas. The school is also in the post season site rotation for all sports.</p>

<p>Medical and Training Facilities and Services</p>	<p>x</p>		<p>There is one weight room located adjacent to the high school gymnasium that provides available access for all sports. There was no written evidence of a weight room schedule that would insure equitable use and access. The weight room was well organized and equipped with female appropriate universal machines, small weights, bars, and weight belts. Athletic physicals are provided for all athletes, three times a year, at no cost to the student. These physicals are done by local physicians of the community. The school does not have an Athletic Trainer.</p> <p>(see KHSAA recommendation)</p>
<p>Publicity</p>	<p>x</p>		<p>Interviews with coaches, students, and administration indicated an awards night/banquet recognition program for all sports. There was no written evidence of an awards guideline that showed the provision for individual and/or team recognition relative to banquets, banner and picture display, etc. The school has one cheerleading squad that cheers all home and away football games, girls and boys basketball games, as well as all post season contests. A two-year summary review of the spending in this benefit area showed equivalence for both genders.</p> <p>(see KHSAA recommendation)</p>

Support Services	x		<p>Interviews with administration indicate that there are booster clubs for all sports except golf and tennis. These booster clubs have off-campus accounts and currently follow the procedure as outlined in Redbook for approval of fundraisers and disclosure of accounts on a yearly basis. There are no signed booster agreements. Interviews with administration indicate that the process of expenditures by the booster club is controlled by the booster club with input from the coach of that sport.</p> <p>(see KHSAA recommendation)</p> <p>Coaches interviewed were well aware of the school process for approval to purchase items with school funds. The overall spending summary for the past two years has fallen within the acceptable parameters both on a percentage and per athlete basis.</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 Corrective Action Plan (Form T-60)

- Add female friendly training aids to the weight room
- Display female athletes in the weight room
- Create a sports handbook
- Create a uniform rotation to help teams know when new uniforms are due
- Work with coaches on budgeting and ordering to better track expenditures

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There were no observed deficiencies in the overall girls and boys athletic programs.

7. KHSAA Recommended Action in relation to new deficiencies

Although there are no new deficiencies, the following recommendations should be addressed by the school to insure consistent, equitable benefits:

- A revisit of the current Uniform Rotation Plan for review and/or purchase should be examined so as to insure equitable cycles of rotation for the 'like' sports. With the proposed new school opening in the fall of 2013, the uniform plan for review should be established to insure equity for all sports.
- Please submit to the KHSAA, no later than April 30, a written guideline for travel and per diem. This may include, but not be limited to, mode(s) of transportation to practice and/or competitive events, food and housing (overnight) stipulations that may include allowances or parameters that would help to monitor spending and insure equity for all sports.
- Please submit to the KHSAA, no later than April 30, a written schedule for weight room use which would show an equitable provision of access for both genders. Upon completion, this schedule should be posted at the weight room site.
- Please submit to the KHSAA, no later than April 30, a written guideline for awards that would include, but not be limited to, the provision of recognition including banquets, banner and picture display, etc. that would insure equity for all sports.
- Submit to the KHSAA, no later than April 30, an established guideline that provides school administrative oversight and approval in the area of booster expenditures.

8. KHSAA Recommended Action in relation to reoccurring deficiencies



N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Mary Lee Hendricks

District Level Title IX Coordinator: Russ Tilford, 435 Berger Road, Paducah, KY 42003  
270-538-4000

Name	Title	Telephone
Mary Lee Hendricks	Athletic Director	270-538-4090 - 7165
Jessica Castleman	Volleyball Coach	270-538-4090
Maci Fletcher	Student	270-538-4090
Jenna Heath	Cheerleading Coach	270-538-4090
Rick Straus	Board Member	270-538-4000
Gary Lawson	KHSAA Auditor	502-545-3393
Kathy Johnston	KHSAA Auditor	859-494-2509
kjohnston@khsaa.org		

9. Comments

School administration and staff were very helpful and prepared for the re-visit. They were very receptive to the recommendations made by the audit team.

Students and coaches interviewed were well informed and very positive about their sports involvement and commitment to Heath High School.

The planned opening of a new school in 2013 has not deterred the administration from continuing to promote and provide the opportunities and benefits of a well-rounded program to the students at Heath High School.

The public forum, scheduled for 5:00 pm, was held in the school library. With no one in attendance, the audit team left Heath High school at 5:20 pm.