



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

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

School: Henderson County
 Prepared By: Gary W. Lawson
 Date of Re-Visit: December 12, 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)

	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 information on the internal audit summaries for the 2014-15 and 2015-16 annual Title IX reports, the school has not met the standard established by Test 1 for the provision of athletic opportunities during either of the past two school years. The T-1 form in the 2015-16 annual Title IX report shows that females were 37% of the school's athletic participants, and they were 49% of the school's enrollment.

- 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: Information in the internal audit summaries for the 2014-15 and 2015-16 annual Title IX reports shows that the standard established by Test 2 for provision of athletic opportunities was not met during either of the past two school years. The T-2 form in the 2015-16 annual Title IX report shows that three teams for female participation have been added during the past five years. The addition of these teams has increased the percentage of female participation by 14.4%.

- 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 responses submitted on the T-3 form makes it appear likely that the standard established by Test 3 for the provision of athletic opportunities has been met during each of the past two school years. The 2015-16 internal audit summary documents that the responses on the T-3 form appear to be supported by the information on the most recent student athletic interest survey.

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 shows that an 85.7% 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 November 15, 2001 and the October 20, 2010 Title IX school visit reports rated this category <i>Satisfactory</i>. This rating was based on evidence indicating that the school was meeting the standard established by Test 3 for the provision of athletic opportunities at the time of both visits. A review of the more recent annual Title IX reports again gives strong indication that the standard of Test 3 is currently being met. The responses on the T-3 form in the 2015-16 annual Title IX report appear to be supported by the information in the student athletic interest survey. The school currently sponsors a total of 20 teams for female competition and 20 teams for male competition. (For a detailed explanation for all three opportunities tests, see page 2 of this report.) During the most recent visit, the school's Title IX file was reviewed. It was found to contain the two previous Title IX school visit reports, annual Title IX reports for the past five years, the district extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, current game schedules for all school-sponsored varsity teams, game programs recognizing all fall and winter sports teams, an athletic handbook for both coaches and student athletes, a written usage schedule for the gym (see <i>Scheduling of Games and Practice Times, Medical and Training Facilities and Services, and KHSAA Recommended Action</i>), written guidelines regarding the posting of banners and induction into the school's athletic hall of fame (see <i>Publicity and KHSAA Recommended Action</i>), documentation of the locker room and athletic equipment storage space assigned each team, minutes for all Gender Equity Review Committee meetings held during the past three years, a written uniform review, rotation, and/or replacement plan, regulations regarding the provision of per diem (see <i>Travel and Per Diem Allowances</i>), and a copy of the school's Athletic Facility Emergency Medical Plan (KRS 160.445). School officials were commended for the development and maintenance of a comprehensive and well-organized Title IX file.</p>
Accommodation of Interests and Abilities			

continued			
Equipment and Supplies	X		Both the 2001 and 2010 Title IX school visit reports deemed this benefit category <i>Satisfactory</i> . The 2001 report requested the school to develop an equitable uniform replacement plan. The 2010 report documented that a plan was in place, but school officials were requested to make sure the plan was being implemented for all sports. The most recent visit revealed that the school has a written plan for replacing all uniforms on either a four-year, three-year, or annual cycle. It should be noted that all “like” sports teams have uniforms reviewed for replacement on the same cycle. All the uniforms and equipment reviewed during the most recent visit appeared to be of high quality and to be supplied in equitable quantities. According to data submitted in the 2014-15 and 2015-16 annual Title IX reports, the school was spending approximately \$156 per female athlete and \$209 per male athlete for equipment and supplies.
Scheduling of Games and Practice Time	X		The two previous Title IX school visit reports rated this benefit category <i>Satisfactory</i> . According to information gathered during the most recent visit, the number of competitive events scheduled for teams of “like” sports was comparable. The Title IX file contained a usage schedule for the gym showing equitable access. <u>The other shared facilities—the two weight training rooms—had no usage schedules in the Title IX file.</u> (See Medical and Training Facilities and Services and KHSAA Recommended Action.) The scheduling of athletic events during the most optimal playing times was discussed with school officials who were commended for the provision of parity regarding this benefit.
Travel and Per Diem Allowances	X		The two earlier Title IX school visit reports deemed this benefit category <i>Satisfactory</i> . The 2010 report requested that the written regulations addressing the provision of per diem be expanded. The file currently has regulations addressing the equitable provision of per diem (food and lodging). <u>These policies do not address equitable provision of the mode of transportation</u> (school bus, charter bus, or
Travel and Per Diem Allowances			

continued			SUV). <u>Upon receipt of this report, these policies are to be expanded to address equitable provision of the mode of transportation of student athletes.</u> Data submitted in the 2014-15 and 2015-16 annual Title IX reports show that approximately \$107 was spent per female athlete and \$85 per male athlete for travel and per diem.
Coaching	X		Both the earlier Title IX school visit reports rendered this benefit category <i>Satisfactory</i> . The athletic director is responsible for the evaluation of all head coaches. A written instrument is used for documentation of this endeavor. A copy of the evaluation form was a part of the school's Title IX file. A review of the district's extra service pay schedule for coaches indicated parity. Information on the most recent T-35 form shows that the total amount spent for coaching salaries for teams of "like" sports was comparable. Information provided by the school shows that the coaching ratio is 9.3 participants per coach for female athletes and 12.7 participants per coach for male athletes. Data gathered during the visit showed that 78% (7/9) of the head coaches of girls teams and 67% (6/9) of the head coaches of boys teams are on-campus employees.
Locker Room, Practice and Competitive Facilities	X		The 2001 and 2010 Title IX school visit reports rated this benefit category <i>Satisfactory</i> . The 2001 report noted a disparity in regard to provision of a dressing room for softball. The 2010 report documented that a softball dressing room had been constructed at the playing facility adjacent to the home team dugout. The tour of facilities during the most recent visit indicated that playing and practice venues at the school are generally rated as excellent. The indoor practice facility at the high school offers student athletes many options for training. Both the baseball and softball fields have very well appointed indoor hitting facilities. All the outdoor and indoor facilities appear to have been constructed with the provision of equitable amenities as a high priority. The fact that the light poles at the softball field are still inferior to the light poles at all other outdoor facilities was again pointed out to school officials. <u>This was</u>
Locker Room, Practice and			

Competitive Facilities continued			<p>true in 2010 according to documentation in the school visit report. When school officials improve this lighting system, each step of the process should be documented on the Title IX Improvement Plan (T-60 form) in all annual reports until the project is completed. Information gathered during the most recent visit indicated that both locker room and athletic equipment storage space is provided for each team. All the available locker room space which is shared appears to be assigned equitably. The storage areas for athletic equipment seem to be suitable in size and fairly well located in relation to the practice and/or playing venues of the teams.</p>
Medical and Training Facilities and Services	X		<p>The 2001 and 2010 Title IX school visit reports deemed this benefit category <i>Satisfactory</i>. The 2010 report requested the following:</p> <ul style="list-style-type: none"> · equitable usage schedules for both weight training rooms to be posted at both facilities; and · provision of additional weight training equipment suitable for female athletes; <p>The most recent visit showed that the school currently has two weight training rooms for student athletes. One is located adjacent to the gym and the other is at the stadium adjacent to the football dressing room. School officials stated that both facilities were used by female athletes. Both venues did offer training options that seemed suitable for females. There were <u>no</u> usage schedules in the file for either facility. There were schedules posted at both venues, but they were not specific in regard to the time the facility was used by different teams. Interviews with student athletes and coaches did not reveal any specific information about assignment of times for the weight rooms or if equitable female access was provided. (See <i>KHSAA Recommended Action</i>.) An athletic trainer, contracted through the Methodist Hospital, is available equitably to all student athletes on a daily basis. Momentum Chiropractic offers athletes free physical exams on three designated days each year.</p>
Publicity	X		The two previous Title IX school visit reports

			<p>designated this benefit category <i>Satisfactory</i>. The 2001 report requested the development of equitable regulations for the recognition of student athletes. The 2010 report documented that the school had written guidelines for the posting of banners for athletic recognition. Now, as in 2010, the school sponsors two cheerleading squads. Administrators stated that both squads cheer at all varsity football games—home and away. However, they were not sure about how the cheerleaders were assigned to support other school-sponsored teams. (See <i>KHSAA Recommended Action</i>.) The full band performs at all home football games. The pep band plays at all home boys and girls basketball games. The Title IX file contained written guidelines for the provision of parity in regard to posting of athletic banners and pictures. There were also regulations for induction into the school’s athletic hall of fame. However, there were no regulations addressing the equitable provision of athletic awards or post season banquets. (See <i>KHSAA Recommended Action</i>.) Interviews during the visit indicated there was little consistency in the provision of banquets or awards. According to data submitted in the 2013-14 and 2014-15 annual Title IX reports, the school was spending approximately \$16 per female athlete and \$11 per male athlete for awards.</p>
Support Services	X		<p>The 2001 and 2010 Title IX school visit reports rendered this benefit category <i>Satisfactory</i>. Although fundraising is a major source of funds for support of athletics, school officials stated that no booster funds are used for athletic benefits. All athletic spending goes through school accounts, and the purchase order process is strictly followed. The internal audit summary for the 2014-15 annual Title IX report shows that 40% of athletic expenditures were for females who made up 38% of the participants and 60% were for males who were 62% of the participants. This means that approximately \$726 is spent per female athlete and \$655 per male athlete. The 2015-16 internal audit summary shows that 38% of</p>

Support Services continued			athletic expenditures were for females who made up 37% of the participants and 62% were for males who made up 63% of the athletic participants. This translates into approximately \$583 being spent per female athlete and \$550 per male athlete for total support. In summary, the athletic expenditures for the past two years seem to favor female athletes.
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 most recent T-60 forms call for the following:

- addition of freshman soccer teams for girls and boys;
- promotion of attendance at female athletic events;
- upgrading tennis courts;
- upgrading baseball and softball hitting facilities.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No major deficiencies were designated as a result of the December 12, 2016 Title IX school visit. There were some “areas of concern” documented in this report in relation to:

- provision of equitable access to the school’s weight training facilities (see *Medical and Training Facilities* and *KHSAA Recommended Action*);
- provision of equivalence in regard to the mode of transportation for student athletes (see *Travel and Per Diem Allowances*);
- provision of equitable amenities at the softball field (see *Locker Rooms, Practice and Competitive Facilities*);
- provision of equity in regard to athletic awards and post season banquets (see *Publicity and KHSAA Recommended Action*);
- provision of equivalence in relation to support supplied by the cheerleading squads (see *Publicity and KHSAA Recommended Action*).

7. KHSAA Recommended Action in relation to new deficiencies

Although no deficiencies were designated in the body of this report, it is requested that the following “areas of concern” be addressed in an attempt to continue to provide equitable benefits.

(Medical and Training Facilities and Services) On or before March 31, 2017, the school is to submit to KHSAA, usage schedules for both of the weight training facilities showing equitable access for females. These schedules should indicate specific days and times that the facilities are assigned for both genders. These schedules are to be signed by all the head coaches and the athletic director at the school. They should also be posted at both facilities with copies being placed in the Title IX file.

(Publicity)

On or before March 31, 2017, the school is to submit to KHSAA an expansion of the written guidelines in this benefit area to address provision of equitable awards for student athletes.

On or before March 31, 2017, the school is to submit to KHSAA an expansion of the written guidelines in this benefit area which address equitable provision of post season banquets for student athletes.

On or before March 31, 2017, the school is to submit to KHSAA a specific and understandable written description of the assignment of the cheerleading squads for athletic events that shows equivalence in regard to support for teams.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated as a result of the November 15, 2010 Title IX school visit.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Chad Thompson, 2424 Zion Rd., Henderson, KY 42420
(270) 831-8800

District Level Title IX Coordinator: Jinger Carter, 180 S. Second St., Henderson, KY 42420
(270) 831-8800

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 875-3817
Alisha Owens	Student Athlete	(270) 831-8800
Warren Norman	Student Athlete	(270) 831-8800
Matt Richeson	Tennis Coach	(270) 302-8583
Jimmy Collins	Softball Coach	(270) 831-8800
Chad Thompson	Principal	(270) 831-8800
Vivian Tomblin	Interim Athletic Director	(270) 831-8800
Jeff Counsey	Athletic Director	(270) 831-8800
Nathan Isenberg	Baseball Coach	(270) 831-8800
Jinger Carter	District Title IX Coordinator	(270) 831-5000
Ginger Christie	Guidance Counselor	(270) 831-8830
Danny Perkins	Assistant Athletic Director	(270) 831-8820
Kathy Johnston	KHSAA	(859) 494-2509

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 3:15 CST.