



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

(For schools re-visited during the 2009-2010 school year)

School: **Henry County High School**

Prepared By: **Reba Woodall**

Date of Re-Visit: **October 29, 2009**

Telephone Number of Reviewer: **(859) 299-5472**

Reviewed By: **Darren Bilberry, Asst. Commissioner**

1. **Completed Required Forms**

Verification of Forms (Form GE-50) Yes No Incomplete signatures

Participation Opportunities Summary Chart (Form T-70) Yes No

Benefits Summary Charts (Forms T-71 & T-72) Yes No

Benefits Publicity (Form T-73) Yes No

Corrective Action Plan Summary Charts (Form T-74) 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 submitted by Henry County High School, it appears the school has not met the standard for Test 1, Test for Substantial Proportionality, during the 2008-2009 school year.

- 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 submitted by Henry County High School, it appears the school has not met the standard for Test 2, Test of History and Continuing Practice of Programs Expansion, 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 submitted by Henry County High School, it appears the school has not met the standard for Test 3, Test for Full and Effective Accommodation of Interests and Abilities, during the 2008-2009 school year.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?
Yes No

Comments: On the most recent Student Interest Survey, Henry County High School surveyed only female students. The survey must be given to both female and male students. The school should make certain the 2009-2010 Student Interest Survey is given to both female and male students to insure valid results. The survey return rate should equal 80%.

4. Checklist of the Title IX Components of the Interscholastic Program

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities		X	<p><u>At this time the Title IX opportunity section is deficient. This is due to the school surveying female students only in 2007-2008. This was discussed in the Interview sessions and the Gender Equity Committee meeting during the Re-Visit. The need to investigate student interest in sports not offered by the school was also discussed with School Administration and the Gender Equity Committee. The school should also have documentation of all investigation methods.</u></p> <p>This deficiency can be reversed if the school conducts the Student Interest Survey correctly and documents any and all investigations.</p> <p>The Permanent Title IX File was in good order. The school was missing some paperwork and a few guidelines/policies that the KHSAA has requested since the first On Site Visit in 2001.</p>
Equipment and Supplies	X		<p>Review of the uniforms showed equivalence for the female and male team uniforms. The quality of uniforms for like sports was very good with the exception of soccer. The quality was not as good as the other sports but the girls were better than the boys due to the better game shorts. <u>The spending for this benefit area should be reviewed yearly by the School Administration and the Gender Equity Committee.</u></p> <p>The school should complete a uniform replacement rotation schedule. A copy of this schedule should be given to each head coach, a copy should be kept in the school's Permanent Title IX file, and a copy sent to the KHSAA office.</p>
Scheduling of Games and Practice Time	X		<p>The school did not have a master schedule for all game and practice facilities. The only teams who share facilities are the boys and girls basketball teams and the boys and girls soccer teams. The school had a written schedule for both basketball teams. This schedule appeared equitable for both male and female</p>

Scheduling of Games and Practice Time Cont'd			<p>students.</p> <p>Prime dates and times were discussed during the Re-Visit. Prime dates and times for girls basketball in 2008-2009 was 50 percent which exceeded the 40 percent requested by the KHSAA.</p> <p>The school should keep a total sports calendar for games and practices in the school's Permanent Title IX File.</p>
Travel and Per Diem Allowances	X		<p>Students pay for their own meals for regular season games. Teams use school buses or board vans for travel. Funds for overnight lodging come from the individual sports' activity accounts. Spending appears equitable at this time. The Gender Equity Committee should monitor spending yearly for this benefit area.</p> <p>The school does not have written guidelines pertaining to Travel and Per Diem Allowances.</p> <p>The School Administration and Gender Equity Committee should develop written guidelines. When completed, a copy should be given to each head coach, a copy kept in the Permanent Title IX File, and a copy sent to the KHSAA office.</p>
Coaching	X		<p>On the first On Site Visit in 2001, the school was asked to include a coaches' pay scale in the Permanent Title IX File. The pay scale was included in the file at the 2009-2010 Re-visit. The coaching salaries appear equitable with differences based on experience. The school has the same number of coaches for same number of teams. There are 4 coaches for female teams off campus and 3 coaches for male teams off campus. The Athletic Director conducts coaching evaluations.</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>The outdoor facilities at Henry County High School include the following; football field, eight lane rubberized track, softball field, and baseball field. Henry County is in the rotation to host regional softball and baseball tournaments, and regional track meets. The golf teams practice and play at the Henry County Country Club, and the soccer teams practice at Harry Hill Park. There are metal storage buildings for football, baseball, softball, and track equipment near the outdoor facilities. The softball cage was taken down and the</p>

Locker Rooms, Practice and Competitive Facilities Cont'd		<p>school is in the process of moving it to the side of the softball field. The baseball field has storage in the dugouts.</p> <p>The indoor facilities at Henry County High School include two gymnasiums and a field house. Both girls and boys basketball use the main gymnasium, and the volleyball team uses the auxiliary gymnasium. The school is in the process of renovating the locker rooms, storage, and basketball coaches offices in the main gymnasium. Once completed there will be better locker rooms for boys and girls, offices for the boys and girls basketball offices, and storage for both teams. The auxiliary gymnasium has two locker rooms, one for boys and one for girls. There is storage space in the locker room for the volleyball equipment during volleyball season. The new field house includes a weight room, a workout room, boys' locker room, girls' locker room, a football coaches' office, a training room, two storage areas, one used by football and one as a film viewing room. The workout room has indoor cages for softball and baseball. The locker rooms are used by football in the fall and softball, baseball, and track in the spring. The schedule for field house use is kept by the Assistant Athletic Director. At this time there is no storage for the golf teams.</p> <p>The school should have written locker room, office space, and storage space assignments for all sports. A copy of these assignment sheets should be kept in the school's Permanent Title IX File.</p>
Medical and Training Facilities and Services	X	<p>The school trainer arrives at school at approximately 2 p.m. and stays until the last event is over. The trainer is furnished by Baptist North East Hospital. The training room appeared fully stocked. The weight room had twelve stations. Some light weight plates, four dumbbells at five pounds, small weight belts, and Olympic weight bars. The weight room was very clean and neat. <u>The school was asked at the first On Site Visit to post a weight room usage schedule. The school had a written schedule at the Re-Visit but it was not posted.</u> The school should post a written weight room schedule in the weight room.</p>

Publicity	X	<p>The school has one cheerleading squad that cheers at all home football games, all home boys and girls basketball games, one away game with Eminence High School, and all tournament play. The pep band plays for all home football games, and between three and six boys and girls home basketball games. The band director, athletic director, and principal decide which games and insure the same number of games for boys and girls basketball.</p> <p>There were programs for football and girls and boys basketball. Pocket schedules for football, volleyball, boys and girls soccer, and boys and girls basketball. The school does have pep rallies, announcements pertaining to sport information, senior night, and banquets.</p> <p>The School Administration and Gender Equity Committee should produce written guidelines that cover all methods of recognition for athletic performance. A copy of these guidelines should be given to each head coach, a copy kept in the Permanent Title IX File, and a copy sent to the KHSAA office.</p>
Support Services	X	<p>Overall spending for male and female athletic teams has been within KHSAA guidelines for the last three years. Each sport has an activity account where money is held in school accounts. Spending occurs with the purchase order procedure that is prior approved by the Athletic Director and Principal. Each sport can fund raise with prior approval by the Principal and the Board of Education. There are four booster clubs whose funds are kept off campus. When the four sports with booster clubs spend money out of the school accounts the booster clubs replace the money spent into the school accounts. At this time there are no signed booster club agreements.</p> <p>This benefit area should be closely monitored and controlled by the School Administration. Inequities can occur quickly. This was discussed during the Re-Visit interviews and the Gender Equity Committee meeting. <u>The School Administration and the Gender Equity Committee should closely monitor all spending for Title IX equity.</u></p> <p>The school should produce booster club</p>

Support Services Cont'd			agreements that are kept in the Permanent Title IX File.
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)**
Some of the Corrective Action Plans prior to 2006 included improvements to the softball field, and the need to increase female participation. Since 2006 plans were increasing female participation and in 2008-2009 the need to review spending policies, with attention on travel and awards, was added.

6. **Observed Deficiencies in Overall Girls and Boys Athletics Programs**

Due to the 2007-2008 Student Interest Survey given to females only, the Opportunities component is deficient.

7. **KHSAA Recommended Action in relation to new deficiencies**

The school should give the 2009-2010 Student Interest Survey to both male and female students in the ninth, tenth, and eleventh grades as well as eighth if possible. Interest in sports not currently offered should be investigated for viable interest and inclusion. Documentation of all investigative methods should be documented. Student Interest Survey summary sheets should be included in the school's 2009-2010 Annual Report, student interest should be indicated on the T-3 form and T-60 form in the Annual Report, and the investigation methods and results should be included on the T-3 and T-60 forms in the Annual Report. The 2009-2010 Annual Report due April 15, 2010 should reflect this work and if it meets the criteria for compliance in the Opportunities component the deficiency will be changed to satisfactory.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

The following items are not deficiencies at this time but must be completed.

1. The School Administration and the Gender Equity Committee should produce a uniform replacement rotation schedule, give a copy to each head coach, keep a copy in the Permanent Title IX File, and return a copy to the KHSAA by March 1, 2010.
2. The School Administration and the Gender Equity Committee should produce guidelines for Travel and Per Diem Allowances, give a copy to each head coach, keep a copy in the Permanent Title IX File, and return a copy to the KHSAA by March 1, 2010.
3. The School Administration and the Gender Equity Committee should produce guidelines for Student Athlete recognition and awards, give a copy to each head coach, keep a copy in the Permanent Title IX File, and return a copy to the KHSAA by March 1, 2010.
4. The School Administration and the Gender Equity Committee should produce and keep signed booster club agreements in the Permanent Title IX File.
5. The Athletic Director should complete a total sports calendar of games and practices and keep a copy in the Permanent Title IX File.
6. The Athletic Director should complete a locker room assignment sheet for all sports, a storage space assignment sheet for all sports, and a coaches' office assignment sheet for all offices. A copy should be kept in the Permanent Title IX File.
7. The Athletic Director should post a written weight room usage schedule in the weight room.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Todd Gilley

District Level Title IX Coordinator: Denise Perry

Name	Title	Telephone
Jon Kasten	Volleyball Coach	502-845-8680
Randy Moore	Student Athlete	502-845-6007
Samantha Woods	Student Athlete	502-220-0555
Derek Springate	Boys Basketball Coach	859-699-3169
Todd Gilley	Athletic Director / Coach	502-845-8670
Elisa New	Parent / DW Finance Officer	502-845-8600
Donnie Tipton	Henry County BOE Member	502-947-5410
Sonja Riggins	Parent	502-667-2291
Kathy Johnston	KHSAA	859-299-5472
Gary Lawson	KHSAA	502-875-3817
Reba Woodall	KHSAA	859-299-5472

10. Comments

The Henry County High School athletic facilities are excellent. The renovation continues and when the facilities are complete they will be outstanding. It is apparent that school personnel, students, and community are proud of their school, and support Henry County High School Athletics. They seem willing, and eager to help the school maintain and improve the athletic opportunities and benefits for all athletes. The school was well prepared with documentation, facility access, and help from school personnel for the KHSAA Re-Visit.

A quorum was present for the Gender Equity Committee meeting.

No one from the community attended the Public Forum at 5 p.m.

The KHSAA Re-Visit team left the school at 5:15 p.m.