



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

(For schools re-visited during the 2015-2016 school year)

School: Henry County High School
 Prepared By: Kathy Johnston
 Date of Re-Visit: September 24, 2015
 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
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 submitted data, Henry County High School does not currently appear to 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 submitted data, Henry County High School does not currently appear to 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 submitted data, Henry County High School currently appears to 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: The most recent Student Interest Survey was administered during the 2013-2014 school year. Students in grades 9-11 were surveyed with a return rate of 84%.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		The most recent Student Interest Survey was administered during the 2013-2014 school year. Submitted data indicated that students in grades 9-11 were surveyed with a return rate of 84%. Reported data supports information as indicated on the T-3 form(s) with reference to the interest and geographic feasibility of offering bowling. Henry County High School currently offers seven (7) varsity sports for both girls and boys. A total of fourteen sport level opportunities for females and twelve for males. As listed on the School Improvement Plan, it is the recommended action to add a girls JV soccer team as player numbers increase.
Equipment and Supplies	X		There was written evidence of a four (4) year uniform review plan for volleyball, soccer, cross country, basketball, track, baseball, and softball. Football uniforms are reviewed on a three (3) year cycle and golf uniforms are provided on a yearly basis. Viewed uniforms appeared to be of high quality and equivalent in the quantity provided. Interviews with student athletes and coaches indicated knowledge of the uniform plan. An overall review of spending in this category showed that approximately \$174.00 was spent per female athlete and \$175.00 spent per male athlete. All other viewed equipment appeared to be of good quality and available for equitable access.
Scheduling of Games and Practice Time	X		There was viewed evidence of the most recent game schedules for all sports in the Title IX file. Viewed schedules showed comparability and equity with regard to the number of competitive event opportunities provided. There was also viewed evidence of equitable scheduling for the shared facilities of two (2) gymnasiums, weight room, and conditioning room availability utilized as indoor hitting areas

			for baseball and softball.
Travel and Per Diem Allowances	X		<p>There was written evidence of a travel guideline that provided for school bus and school owned van(s) transport. There was also written evidence relative to per diem that provided the monetary specifics for meal(s) allowance and required administrative approval for any out-of-state and/or overnight stay trip. An overall review of spending in this category showed that approximately \$122.00 was spent per female athlete and \$104.00 spent per male athlete. Interviews with coaches and students indicated possible use of a charter bus for long distance travel to a competitive event.</p> <p>(see KHSAA recommendation 7. a)</p>
Coaching	X		<p>There was viewed evidence of a school board approved salary schedule which showed overall equivalence in salary provided and comparable in the number or coaching positions for the like sports. The approximate athlete to coach ratio, with regard to accessibility, was 13:1 for both females and males. Reported data shows that approximately 50% of head coaches, for both female and male teams, are located on-campus. Interviews with administration indicated that a written instrument is used to evaluate all head coaches. Evaluations are done by the Athletic Director and submitted to the Central Office.</p>
Locker Room, Practice and Competitive Facilities	X		<p>There was written evidence of locker room and storage assignment for all teams. Viewed locker rooms appeared to be equitable and with similar amenities. All viewed practice and competitive facilities appear to be excellent and well maintained. The golf teams practice and compete at the Henry County Country Club, and the soccer teams practice at two (2)</p>

			different local park areas, providing the opportunity for practice immediately after school. These soccer practice areas provide similar amenities and equitable access.
Medical and Training Facilities and Services	X		There was viewed evidence of one (1) weight room and adjacent conditioning room located at the fieldhouse, adjacent to the high school. Both rooms are very spacious, well maintained, and with appropriate equipment for female use. A schedule showing equitable use and access was posted at the site and also in the Title IX file. Interviews with students and coaches indicate availability and access to the weight and conditioning rooms. Athletic Training services are made available through a contract with Baptist North East Hospital in LaGrange, KY. The athletic trainer is available on a daily basis and at all home events. The training room is located in the fieldhouse area and provides equitable access for all athletes. Interviews with administration indicated that athletic physicals are the responsibility of each student. There was also viewed evidence of emergency plans, for all venues, located in the Title IX file and available at each site.
Publicity	X		There was written evidence of an awards guideline that listed the provisions for school awards, banner displays, post-season banquets, and championship rings. There was also viewed samples of yearly schedule cards for all sports and football and basketball team programs. Schedule cards are provided by a local sponsor and, currently, the girls basketball team benefits from the football and basketball programs. Interviews with administration indicated that the school sponsors one (1) cheerleading squad who provides support at all home football, girls, and boys basketball games. School administration also ensures the pep band provides equitable support at girls and boys basketball games. An overall review of spending in this category showed that approximately \$15.00 was spent per female athlete and \$19.00 per male

			athlete.
Support Services	X		An overall review of expenditures for a two-year cycle shows that Henry County High School has met the acceptable spending parameters both on a percentage and per athlete basis. Interviews with coaches indicated knowledge of the process for school approval to purchase items. All viewed office space appeared to be assigned equitably.
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

5. Brief Summary/Analysis of the Improvement Plan (Form T-60)

- Increase female participation – addition of girls JV soccer team

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There were no observed deficiencies in the overall athletics program of Henry County High School.

7. KHSAA Recommended Action in relation to new deficiencies

Although there were no deficiencies, the following recommendations should be addressed to ensure overall equitable opportunities and benefits:

- a. Upon receipt of this report, a review of the current Travel and Per Diem guideline should be conducted so as to include the specifics relative to charter bus use and also for hotel stay. This may include, but not be limited to, type of hotel, # of players in a room, and cost range.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Todd Gilley, Athletic Director, Henry County High School

District Level Title IX Coordinator: Zac Woods, DPP/DSS, Henry County Schools

Name	Title	Telephone
Sarah Foree	Student-athlete	502-845-8670
Gavin Jameson	Student-athlete	502-845-8670
Jon Kaster	Coach / Assistant AD	502-845-8670
Shelby Mings	Coach	502-845-8670
Todd Gilley	Athletic Director	502-845-8670
Zach Woods	DPP / DSS	502-845-8600
Tony Whaley	Board Member	502-550-9334
Lisa Huckleby	Coach / Teacher	502-599-2920
Judy Rice	Counselor	502-845-8675
Shannon Sageser	Principal	502-845-8670
Kathy Johnston	KHSAA Auditor	859-494-2509 kjohnston@khsaa.org

10. Comments

School Administration and staff were well prepared and very helpful during this visit. There appears to be great pride, interest, and a positive attitude in ensuring overall equivalence in the areas of opportunities and benefits for the students of Henry County High School. The public forum, scheduled for 3:00 PM, was held in the school cafeteria. With no one in attendance, the audit team left Henry County High School at approximately 3:20 PM.