



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

(For schools re-visited during the 2013-2014 school year)

School: Heritage Academy
 Prepared By: Gordon D. Bocock
 Date of Re-Visit: Thursday, September 26, 2013
 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)

<input checked="" type="checkbox"/>	A	Substantial Proportionality
	B	History and Continuing Practice Of Programs Expansion
<input checked="" type="checkbox"/>	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: For the past three years this has been an area of compliance as the opportunities for females at Heritage Academy exceeds those of the males. The boys are now the underrepresented sex.

- 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: At the time of this audit there are no new sports offering at Heritage. With the small student population they are doing a very good job maintaining the current sports offerings.

- 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 student population very much dictates the sports offerings at Heritage. It is unusual that male athletes basically have no interest in Fall or Spring sports but the school has documentation to show they are constantly looking at ways to get more students involved in the athletic programs and the various sports offerings. At the time of this audit it does appear that Heritage Academy is passing the T-3 test.

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

Comments: The school is doing a good job with the student interest survey. The latest survey does not show an interest in team sports for males or females; however it does show interest in a number of individual sports. A reminder that a new student interest survey should be taken sometime during the 2013-2014 school year.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		Heritage Academy has a very small student population with less than 50 in the student body. Boys are the underrepresented sex with only golf and basketball as opportunities. Girls are currently participating in Golf, Volleyball, Basketball and Softball. The Gender Equity Committee is looking at ways to get more students involved in the Athletic Programs and is starting to look at getting individuals involved in the individual sports in hopes of getting interest started in these areas.
Equipment and Supplies	X		The uniforms of the athletic teams were of good quality and in good condition. A Uniform Rotation plan is in place.
Scheduling of Games and Practice Time	X		This was an area that was deficient at the time of the last audit in 2007 as a result of the school not rotating boys and girls practice times. Since then the problem has been addressed and the use of the gymnasium for practice is on a equitable rotation schedule.
Travel and Per Diem Allowances	X		In 2007 the school was asked to develop a Travel and Per-Diem policy and a copy of this policy was found in the school's Title IX file. The Gender Equity Committee needs to review the current policy to make sure that it covers all the aspects of in travel such as meals, housing, etc.
Coaching	X		Quality coaching is currently in place for the various sports offerings.
Locker Rooms, Practice and Competitive Facilities	X		There is one boy's and one girl's locker room at Heritage Academy. There are no restrooms or showering facilities in either area. The Golf teams practice and compete at various courses around Northern Kentucky. The gymnasium has been completely renovated since the 2007 audit and is in great shape. A softball and baseball field is located on campus and both are suitable for play. It was recommended that the Gender Equity Committee look at adding a portable fence in the outfield for softball.
Medical and Training Facilities and Services	X		At the present time the school has no medical or training room facilities. Future plans call for

			renovation of the old Athletic Directors office being converted to a weight room. Yearly physical examinations are solely the responsibility of the individual families.
Publicity	X		In both the 2003 and 2007 audits the school was asked to develop an awards and banner policy. At the time of this audit the policy was in place, but it is recommended that the Gender Equity Committee review the policy yearly to see if it needs updating. The policy on banners is not clearly defined and needs to be evaluated. The school also needs to follow up on the interest in creating a Hall of Fame.
Support Services	X		There are no Booster Clubs at the present time and overall spending favors the girls.
Athletic Scholarships	X		Does not apply to Heritage Academy.
Tutoring	X		Does not apply to Heritage Academy.
Housing and Dining Facilities and Services	X		Does not apply to Heritage Academy.
Recruitment of Student Athletes	X		Does not apply to Heritage Academy.

5. Brief Summary/Analysis of the Corrective Action Plan (Form T-60)
 - Heritage Academy is doing a very good job with a very small high school population. School administration needs to review the Student Interest Surveys in regards to the interest in the individual sports.
6. Observed Deficiencies in Overall Girls and Boys Athletics Programs
 - Heritage Academy has had some issues in the past but at the present time the Opportunities and the Benefits are in favor of the Girls Athletes and no deficiencies were observed by this Audit Team.
7. KHSAA Recommended Action in relation to new deficiencies
 - There were no deficiencies at the time of this audit so no action is necessary.
8. KHSAA Recommended Action in relation to reoccurring deficiencies
 - No action is necessary at this time.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Bert Capel, 7216 US 42, Florence, Ky. 41042 (859-525-0213)

District Level Title IX Coordinator: Bert Capel, 7215 US 42, Florence, Ky. 41042 (859-525-2013)

Name	Title	Telephone
Bert Capel	Athletic Director – Coach	859-525-0213
Howard Davis	Principal – Coach	859-525-0213
Stephanie Edgerly	Teacher	859-525-0213
Hallie McClintock	Female Student Athlete	859-525-0213
Roxanne Talley	Volleyball Coach	859-525-0213
Daniel Vargar	Male Student Athlete	859-525-0213
Sharon Tippett	KHSAA Audit Team	859-299-5472
Gordon Bocock	KHSAA Audit Team	606-271-0714

9. The KHSAA Audit Team would like to thank Mr. Davis and Mr. Capel for the preparation and care they took in having things ready and in order for the Audit at Heritage Academy. The student-athletes were very well informed on Title IX and represented Heritage Academy very well. We encourage the entire Gender Equity Committee to work together and survey the student body and really look at the individual sports to see if something can be done to raise student interest.
10. No one showed for the Public Forum.