



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

(For schools re-visited during the 2012-2013 school year)

School: Hickman County
 Prepared By: Gary W. Lawson
 Date of Re-Visit: November 7, 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
- Improvement Plan Summary Charts (Form T-60) Yes No

2. Opportunities Component of Title IX Compliance

Area of Compliance:
(Check One or More)

X	A	Substantial Proportionality
X	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 data submitted, the school has met the standard established in Test 1 for provision of athletic opportunities during each of the past three school years. The 2011-12 annual report showed the school having 22 more female athletic participants than male participants.

- 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 information submitted, the school has met the standard established in Test 2 for provision of athletic opportunities during each of the past three school years. The 2011-12 annual report shows that two junior varsity and one freshmen team for girls have been added in the past five years. These three teams had 32 participants in 2011-12.

- 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: Although responses on the T-3 form imply the standard established in Test 3 for the provision of athletic opportunities is being met, these responses are not supported by information in the most recent student athletic interest survey. There is no evidence in the report that the indicated interest in girls tennis (30), bowling (16), and girls soccer (44) have been investigated for authenticity.

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

Comments: According to documentation on the T-63 form, a 90% return 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
Accommodation of Interests and Abilities	X		<p>In both the September 15, 2003 and the October 18, 2004 school visit reports, the school was deemed deficient in this category. The data submitted showed the school was not meeting the minimum standard established in relation to any of the three opportunities tests, and they appeared not to be addressing any of the indicated athletic interests at that time. Visits to the school by KHSAA representatives indicated that counting and calculations on reports to KHSAA were also problematic. Evaluation of reports over the past three years show that the standards established in both Test 1 and 2 have been met each year. The most recent T-3 form also indicates that Test 3 is being met, however, there is no evidence that the indicated interests in girls soccer (44), bowling (16 girls) and girls tennis (30) have been pursued to assess validity. As a result, there is no documentation that student interests are being fully accommodated. A KHSAA representative reviewed the most recent Title IX growth plans for the school. They appeared to address relevant challenges and had reasonable completion dates. The Title IX file was reviewed. It contained the two previous school visit reports, the annual reports to KHSAA for the past five years, and a board-approved salary schedule for coaches (which did not include a salary supplement for volleyball). [See <i>Coaching</i> and <i>KHSAA Recommended Action</i>.] Also in the Title IX file was a listing of the current members of the Gender Equity Review Committee, sample game schedules for all school-sponsored sports, a school-generated coaches' handbook, written guidelines regarding awards and athletic recognition not including requirements for posting of banners (see <i>Publicity</i> and <i>KHSAA Recommended Action</i>), and a written designation of storage space assigned all teams <u>except golf and cross country</u>. (It was requested that these teams be added to the list.) Also in the file were written minutes for Gender Equity Review Committee</p>

<p>Accommodation of Interests and Abilities continued</p>		<p>meetings for the past three years, a written narrative about uniform purchases which did not include an equitable review/rotation cycle (see <i>Equipment and Supplies</i> and <i>KHSAA Recommended Action</i>), and written comments pertaining to provision of travel and per diem omitting guidelines for equitable provision of mode of travel, meals and motel rooms. (See <i>Travel and Per Diem</i> and <i>KHSAA Recommended Action</i>.) School officials were encouraged to develop a comprehensive and user friendly Title IX file.</p>
<p>Equipment and Supplies</p>	<p>X</p>	<p>Both the September 15, 2003 and the October 18, 2004 Title IX school visit reports rated this benefit component to be satisfactory. The 2004 report did state that the school had <u>no</u> written uniform review, rotation and/or replacement plan. School officials said they had one that was not in writing. Coaches interviewed during the visit were not familiar with such a plan. The recent visit showed that the school had some written stipulations about uniform purchases but <u>no plan for review and/or rotation</u>. (See <i>KHSAA Recommended Action</i>.) The uniform and equipment reviewed during the visit appeared to show equivalence in relation to quality and quantity supplied. According to the T-35 and T-36 forms submitted for 2010-11 and 2011-12, the school was spending approximately \$59 per female athlete and \$60 per male athlete for equipment and supplies.</p>
<p>Scheduling of Games and Practice Time</p>	<p>X</p>	<p>The 2003 school visit report rated this category to be satisfactory. The 2004 report stated this benefit area was deficient due to the school's failure to provide optimal playing times for girls teams compared to those for boys teams. During the most recent visit, it was emphasized that there is a need to provide equity in regard to scheduling of contests for both genders. The KHSAA representative reviewed the school's implementation of this provision for girls and boys basketball. Information gained during the visit showed that the scheduling of competitive events for "like" sports was comparable. Although interviews with administrators and coaches indicated parity in relation to assignment of shared</p>

			practice facilities, no written schedules for this were found in the Title IX file as had been requested. (See <i>KHSAA Recommended Action.</i>)
Travel and Per Diem Allowances	X		Both the 2003 and the 2004 Title IX school visit reports found this category to be satisfactory. The review of the Title IX file showed that the school has no written guidelines addressing the mode of transportation or the provision of per diem for student athletes. (See <i>KHSAA Recommended Action.</i>) According to information in the 2011-12 annual Title IX reports, the school was spending approximately \$46 per female athlete and \$31 per male athlete for travel and per diem.
Coaching	X		Both the previous Title IX school visit reports rendered this benefit category to be satisfactory. Data in the 2011-12 annual report shows that the total amounts spent for coaches' salaries for teams of "like" sports is comparable. A review of the district's extra service pay schedule indicated parity, but did not show a salary supplement for varsity or junior varsity volleyball. (See <i>KHSAA Recommended Action.</i>) The number of coaches provided for teams of "like" sports as reported on the T-35 and T-36 forms appears to favor female athletes. (See <i>Baseball, Softball and Boys and Girls Cross Country.</i>) Information provided during the visit revealed that 100% of the head coaches of boys teams are on-campus employees while this was true for only 60% of the head coaches of girls teams.
Locker Rooms, Practice and Competitive Facilities	X		Both the 9-15-03 and the 10-18-04 reports deemed this benefit category to be satisfactory. The 2004 report did mention the existence of a disparity in relation to the dugouts for the softball and baseball teams. The recent visit showed that new baseball and softball facilities have been constructed since the 2004 visit. Both these venues provide excellent amenities. Identical outdoor hitting facilities have been built for both teams. The

<p>Locker Rooms, Practice and Competitive Facilities continued</p>			<p>Title IX file did not contain written documentation of the locker room space assigned each team. (See <i>KHSAA Recommended Action</i>.) The facilities tour seemed to show compatible assignments for all teams. The written designation of athletic storage space <u>did not</u> include Girls and Boys Cross Country or Girls and Boys Golf. <u>It was requested that these teams be added to the list.</u> It should be noted that while it does not seem to be an equity issue at this time, the boys and girls basketball teams share the same dressing facility. The KHSAA representative discussed the need for a review of all locker room assignments with the Gender Equity Review Committee.</p>
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<p>Medical and Training Facilities and Services</p>		<p>X</p>	<p>Both the 2003 and 2004 school visit reports stated that this benefit category appeared to be satisfactory. <u>Both reports did state that an equitable usage schedule for the weight training facility was not provided.</u> The most recent visit revealed that there still was no equitable usage schedule posted at the facility or in the Title IX file. (See <i>KHSAA Recommended Action in relation to new deficiencies.</i>) The KHSAA representative discussed the need for documentation of equitable access. Since this is the third attempt to document and provide this access for athletes, this category is rendered to be deficient. The school's weight room contains equipment that is suitable for use by females. No athletic training services are provided to athletes of either gender. Student athletes are responsible for getting their own physical examinations.</p>
<p>Publicity</p>	<p>X</p>		<p>The September 15, 2003 visit report rated this area as satisfactory but did suggest that equitable guidelines for athletic recognition be developed. The October 18, 2004 report also showed a satisfactory rating in this category while stating that guidelines for posting athletic banners in the gym had been developed. During the most recent visit, the Title IX file contained guidelines for banquets and awards, but there were <u>no guidelines found for the requirements to be met for the posting of these banners.</u> (See <i>KHSAA Recommended Action.</i>) According to information supplied by school officials, one cheerleading squad is currently sponsored. This squad cheers at all home and away regular season games and at all post season tournament games for both boys and girls basketball. The school mascot is present at all home boys and girls basketball games. According to information on the 2011-12 annual report, the school was spending approximately \$3.00 per female athlete and \$1.00 per male athlete for awards.</p>

Support Services	X		Both previous Title IX school visit reports rendered this category to be satisfactory. The school currently has one booster club that provides support for all the school's teams. This booster club houses all its funds off the school campus. All booster club purchases are approved by the athletic director in order to help insure parity. A review of athletic spending over the past two years showed that in 2010-11 the expenditures were well within acceptable parameters for the provision of parity on both a percentage and per athlete basis. During 2011-12, this spending favored the male athletes. <u>School officials were cautioned that these expenditures should be monitored to insure that no disparity continues over a two-year period.</u>
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)

The following was found on the school's most recent T-60 forms:

- remodeling of athletic dressing rooms and the weight training room;
- adding bleachers at the baseball and softball fields;
- replacing the chair back seats in the gymnasium;
- upgrading the cross country course;
- starting a track and field program (2014).

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The one designated current deficiency is in the area of *Medical and Training Facilities and Services*. This is due to the fact that in 2003, 2004, and 2012, the school failed to provide documentation that equitable access was available in relation to the weight training facility. This documentation was requested by the September 15, 2003 and the October 18, 2004 school visit reports. There are also several areas of concern (see KHSAA Recommended Action) all of which relate to the school's development of equitable written guidelines for various benefit areas. IT SEEMS THERE IS A DEFINITE NEED FOR THE SCHOOL'S TITLE IX COORDINATOR TO ATTEND A TITLE IX TRAINING (WORKSHOP) SPONSORED BY KHSAA WHEN OFFERED.

7. KHSAA Recommended Action in relation to new deficiencies

(Medical and Training Facilities and Services) On or before February 5, 2013, the school is to submit to KHSAA a usage schedule for the weight training room that shows equity for both genders in regard to access to this facility. This schedule is to be posted at the facility and become a part of the school's Title IX file.

Although not currently designated as deficient, the following "areas of concern" should be addressed in order to avoid future deficiencies.

- (Coaching) On or before February 5, 2013, the school is to submit to KHSAA a copy of the school district's extra service pay schedule showing the salary increment for varsity and junior varsity volleyball. This new schedule should become part of the school's Title IX file.
- (Equipment and Supplies) On or before February 5, 2013, the school is to submit to KHSAA a written uniform review, rotation, and/or replacement plan that shows at least one full cycle of rotation for all school sponsored sports. The document submitted to KHSAA should be signed by all the school's current head coaches indicating their knowledge of this plan. This plan should become a part of the school's Title IX file.
- (Scheduling of Games and Practice Times) On or before February 5, 2013, the school is to submit to KHSAA a written usage schedule for the school's gymnasium. This schedule should show how the facility is shared by the girls and boys basketball teams and be placed in the school's Title IX file.
- (Travel and Per Diem) On or before February 5, 2013, the school is to submit to KHSAA a written designation of locker room space assigned to each team. The document is to be signed by each of the school's head coaches acknowledging awareness of the space assigned to their teams. This document should become a part of the Title IX file.
- (Publicity) On or before February 5, 2013, the school is to submit to KHSAA written guidelines specifying the requirements for posting banners of athletic recognition in the school's gymnasium.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

The deficiencies designated in the area of *Accommodation of Interests and Abilities* in the September 15, 2003 and October 18, 2004 reports appear to have been addressed. The data and information submitted shows that the school has met the standards established in both Tests 1 and 2 for the provision of athletic opportunities during each of the last three school years.

The deficiency in the area of *Scheduling of Games and Practice Times* designated in the October 18, 2004 school visit report appears to have been addressed. The documentation of schedules posted on the KHSAA web site indicates equivalence in relation to the provision of optimal game times and game dates for both genders.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Henry Edwards, 301 James H. Phillips Dr., Clinton, KY 42031
(270) 653-4044

District Level Title IX Coordinator: Kenny Wilson, 301 James H. Phillips Dr., Clinton, KY 42301
(270) 653-4044

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Amy Boaz	Guidance Counselor	(270) 653-4044
Suzeth Rives	Finance Mgr. and Secretary	(270) 653-4044
Henry Edwards	Athletic Director	(270) 653-4044

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 3:20 p.m. CST.