



## TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2003-2004 school year)

School: **Hickman County High School**  
Reviewed By: **Gary W. Lawson**  
Date of Visit: **September 15, 2003**  
Telephone Number of Reviewer: **(502) 875-3817**

### 1. Completed Required Forms

GE-19 Yes  No

Survey Student Interest Form Yes  No

Summary Forms T-1 Through T-41 Yes  No

Corrective Action Plan (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
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

Were the calculations performed correctly? Yes  No

**Comments:**

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

Were the calculations performed correctly? Yes  No

**Comments:**

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

Were the calculations performed correctly? Yes  No

**Comments:** According to the responses given on Form T-3, the school appears to meet the standards established in this test, but these responses are not supported by the results of the student survey.

3. Has the school properly surveyed its student body to accurately assess the interest and abilities of its students? Yes  No

**Comments:** According to documentation provided, school personnel appear to have surveyed students correctly.

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

Benefit to Students	Satisfactory	Deficient	Comments
<b>Accommodation of Interests and Abilities</b>		X	According to the documents provided and evidence gathered during the school visit, the school does not meet the standards established in any of the three opportunities tests. (See KHSAA Recommended Action). Proper methods of counting participants and the calculations of Title IX forms were discussed with school officials. Various methods of pursuing athletic interests indicated on the student surveys were also discussed. School officials were alerted to the fact that the school's corrective action plan should reflect major areas of need related to equity.
<b>Equipment and Supplies</b>	X		The school currently has a uniform replacement plan based on a six-year rotation for a complete uniform (home and away). The school visit showed that athletes are provided with a good quality of uniforms and equipment.
<b>Scheduling of Games and Practice Time</b>	X		The school visit provided information which indicates that the school's practice facilities are shared in an equitable manner. "Prime time" basketball play was discussed. The school's 2002-2003 basketball schedule shows that 54% of the total girls' basketball games were played in "prime time" and 50% of the girls' home games were in "prime time". The school's 2003-2004 schedule shows 40% of the total girls' basketball games are to be played in "prime time" while 33% of the home games are in "prime time". School officials were encouraged to strive for a consistent 50% of "prime time" girls' basketball games each year.

<b>Travel and Per Diem Allowances</b>	<b>X</b>		Information provided at the school visit indicated equity in this area.
<b>Coaching</b>	<b>X</b>		Coaches' salaries appeared equitable. The school report for 1999-2000 showed that 60% of the girls' coaches were employed off the school campus while only 25% of the boys' coaches were employed off campus. School officials were encouraged to take this benefit into consideration when hiring coaches in the future.
<b>Locker Rooms, Practice and Competitive Facilities</b>	<b>X</b>		School officials were requested to place a separate Form T-26 for each of their athletic locker rooms in their permanent Title IX file as well as a separate Form T-27 for each of their practice and/or competitive facilities. The school visit showed a great need for a general upgrading of athletic locker rooms.
<b>Medical and Training Facilities and Services</b>	<b>X</b>		It was suggested to school officials that there be a posted weight training schedule in the school's weight room.
<b>Publicity</b>	<b>X</b>		Cheerleading was discussed. The school currently has one cheerleading squad which cheers at all boys and girls varsity games both home and away. It was suggested that the Gender Equity Review Committee look into the feasibility of developing a policy for the posting of forms of recognition in the school gymnasium.
<b>Support Services</b>	<b>X</b>		An analysis of athletic spending shows the school spends more per female athlete than per male athlete. Booster clubs were discussed. School officials appear to have a positive working relationship and proper administrative control in regard to the athletic booster club.

<b>Athletic Scholarships</b>	<b>X</b>		
<b>Tutoring</b>	<b>X</b>		
<b>Housing and Dining Facilities and Services</b>	<b>X</b>		
<b>Recruitment of Student Athletes</b>	<b>X</b>		

**5. Brief Summary/Analysis of the Corrective Action Plan (T-60)**

The school's most recent Corrective Action Plan calls for an increase in girls' "prime time" basketball games, upgrading the boys' and girls' dressing facilities, and improvements in the softball and baseball facilities.

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

The major deficiency observed during the school visit was the school's inability to meet the standards in any of the three tests for athletic opportunities. (See KHSAA Recommended Action)

**7. Facility Recommendations or Concerns**

The major facility observed to be in need of upgrading was the school's locker rooms.

8. **KHSAA Recommended Action**

- Notify Office of Civil Rights and Request Federal Investigation of Possible Violations
- Notify Equity Division and KBE of Potential Title IX Violations
- Suspension from the Association
- Prohibition from Post Season Play
- Probation For
- Fine In The Amount of \_\_\_\_\_
- None at This Time
- School shall submit the following additional information:

**(Accommodation of Interest and Abilities)** On or before **November 30, 2003**, school personnel are to submit to the KHSAA a letter describing in detail the steps to be taken by the school in order to meet the standards established in at least one of the three tests for opportunities. These steps should also be reflected in the school's **April 15, 2004** Corrective Action Plan.

**(Selection of Cheerleaders)** On or before **April 15, 2004**, school personnel are requested to provide information to the KHSAA concerning the manner in which cheerleaders are selected for boys' and girls' teams. If cheerleaders are selected in such a way as to result in arguably better (i.e. "A" team vs. "B" team) cheerleaders performing at boys' events, the school shall also submit a plan under which cheerleaders of equal ability shall perform at an equal number of boys' and girls' games in comparable sport (i.e., boys' varsity and girls' varsity basketball game).

**(Prime Time Contest/Girls' Basketball)** On or before **April 15, 2004**, school personnel are requested to provide information to the KHSAA concerning the number of "prime time" games scheduled (games to be played on Friday and/or Saturday nights) for its girls' varsity basketball team during the 2004-2005 season. To the extent that a fewer percentage of girls' games are played during "prime times" (when compared with the percentage of boys' games scheduled for "prime times"), the school shall advise the KHSAA of action it intends to take to immediately correct the difference.

**9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING**

**High School Title IX Coordinator:** Henry Edwards

**District Level Title IX Coordinator:** Frank Brazzell

<b>Name</b>	<b>Title</b>	<b>Telephone</b>
Gary W. Lawson	KHSAA Audit Team	(502) 875-3817
Fran Edwards	KHSAA Audit Team	(859) 299-5472
Joan Lacewell	School Secretary	(270) 653-4044
Frank Brazzell	Principal	(270) 653-4044
Amy Boaz	Teacher	(270) 653-4044
Perry Collins	Teacher	(270) 653-4044
Henry Edwards	Athletic Director	(270) 653-4044
Barry Adams	School Counselor	(270) 653-4044

**10. Comments**

No one from the community attended the Public Comments Session. The meeting was adjourned at 6:15 p.m.