



TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2001-2002 school year)

School: **Highlands High School**
Reviewed By: **Gary W. Lawson**
Date Of Visit: **January 22, 2002**
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 Thru 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)

X	A	Substantial Proportionality
	B	History and Continuing Practice Of Programs Expansion
	C	Full and Effective Accommodation of Interest and Abilities

A.) If Substantial Proportionality is chosen; does it appear that the school has performed the calculation correctly?

Yes No

(If No, include in comments section and analysis of what is incorrect in the calculation.)

Comment:
According to data provided, the school appears to meet the standard established in this test.

B.) If History and Continuing Practice Of Program Expansion are chosen; does it appear that the school has performed the calculation correctly?

Yes No

Comment:

C.) If Full and Effective Accommodation of Interest and Abilities is chosen, does it appear that the school provides opportunities in areas of students' interest?

Yes No

Comment:

3. Has the school properly surveyed its student body to accurately assess the interests and abilities of its students?

Yes No

Comment:
According to the data provided and discussion with school personnel, the student body was accurately surveyed.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		The school submitted correct calculations on the 2000-2001 documents. Forms T2 and T3 were not submitted with the 1999-2000 documents. School personnel will complete those forms and place them in their permanent Title IX File. School personnel were reminded that all self-audit documents in the Title IX File should be signed and dated.
Equipment and Supplies	X		The school has a rotation plan for the purchase of uniforms in place. The audit visit showed that participants are provided with excellent uniforms.
Scheduling of Games and Practice Time	X		Prime time scheduling was discussed. According to school officials, the girls' basketball team played seven prime time games in 2000-2001, and they are playing six prime time games this year. The school was encouraged to make more progress in this area.
Travel and Per Diem Allowances	X		There seemed to be some confusion as to the amount of money provided for team meals. The school administration is requested to monitor this area to insure equivalence.
Coaching	X		The failure of school personnel to submit accurate audit forms made complete assessment of this area difficult. The school district's extra service salary schedule is equitable. School personnel are requested to correct Forms T-18 through T-25 as well as Forms T-35 and T-36 to show equal amounts for coaching salaries.
Locker Rooms, Practice and Competitive Facilities		X	Personnel at the school are currently working to improve the girls' locker room facilities. These improvements plus any further steps taken in this area are to be reflected in the April 15, 2002, Corrective Action Plan. The Gender Equity Review Committee is requested to look into the possibilities for providing more office space for coaches of girls' sports. Several coaches expressed that there was a lack of proper storage space. The audit visit showed that although more

			space could be used, the current space could be organized better and used more efficiently. It is requested that the Athletic Director and the Gender Equity Review Committee look into this issue. The need for improvements to the softball field was discussed with school personnel at length. The April 15, 2002, Corrective Action Plan should reflect timelines for improving this facility. It is to include, but is not to be limited to, the placement of an outfield fence and construction of dugouts.
Medical and Training Facilities and Services	X		School personnel are requested to develop and post a weight room schedule for all sports using it.
Publicity	X		Although there is currently a deficiency in this area related to cheerleading, the school has a written plan to be implemented by the 2002-2003 school year. This would alleviate the deficiency. This plan includes using one cheerleading squad to cheer at home games for both boys' and girls' basketball teams. This plan is to be included in the April 15, 2002, Corrective Action Plan. It is also requested that the Gender Equity Review Committee look into more equitable support by the Pep Band. It was suggested that the school investigate the possibility of developing a school policy for the posting of banners and pictures in the gymnasium area.
Support Services	X		It was difficult to fully assess this area because the Forms T-35 and T-36 did not include booster club spending. The school is requested to correct Forms T-35 and T-36 for the 1999-2000 school year. The school was also reminded that these forms should include booster spending.
Athletic Scholarships**	X		
Tutoring**	X		
Housing and Dining Facilities and Services **	X		

Recruitment of Student Athletes**	X		
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5. Brief Summary/Analysis of The Corrective Action Plan (Form T-60)

The school's most current Corrective Action Plan calls for improvements to the girls' dressing room facilities. The school is currently working on improvements in this area. The plan also calls for improvement in the prime time scheduling of girls basketball games. A comparison of the 2000-2001 to the 2001-2002 schedules does not reflect enough improvement.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Highlands High School has a history of highly successful athletic programs. They offer a great number of participation opportunities for a school of their size. The major concerns discussed during the audit visit were improvements to the softball field, equality of support by cheerleaders, and the need to have proper documentation in their Title IX File.

7. Facility Recommendations or Concerns

Facility concerns that are to be addressed are the softball field, storage areas, girls' dressing rooms, and coaching offices.

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:

(Locker Rooms, Practice, and Competitive Facilities) The school is to submit, as part of it's **April 15, 2002**, Corrective Action Plan, a timetable for implementing improvements to the girls' softball field which is to include, but may not be limited to, the placement of an outfield fence and construction of dugouts.

(Publicity) The school is to submit as part of its **April 15, 2002**, Corrective Action Plan, the plan for providing equity of support by cheerleading squads.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Dale Mueller
859-781-5900

District Level Title IX Coordinator: Rita Byrd
#28 North Ft. Thomas Ave
859-781-3333

Name	Title	Telephone
Gary W. Lawson	KHSAA Audit Team Member	502-875-3817
Martha Mullins	KHSSA Audit Team Member	859-299-5472
Dale Mueller	Athletic Director	859-781-5900 Ext. 11172
Sally Walters	Cheer Coach	859-781-5900 Ext. 15102
John Messmer	Boys Basketball Coach	859-781-5900 Ext. 11027
Luci Cecil	Girls Basketball Coach	859-781-5900 Ext. 11149
George Frakes	Principal	859-781-5900 Ext. 11121
Rita Byrd	District Title IX Coordinator	859-781-3333 Ext. 10113

10. Comments:

The Public Comments Session began at 6:15 p.m. and was adjourned at 6:55 p.m. with two people in attendance.