



TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2002-2003 school year)

School: **Hopkinsville High School**

Reviewed By: **Gordon Boccock and Julian Tackett**

Date of Visit: **March 4, 2003**

Telephone Number of Reviewer: **(606) 678-8916/(859) 299-5472**

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.) 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:

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:
Hopkinsville High School currently offers a team in each female sport in which the KHSAA sponsors a championship; however, they are not offering all levels available, and the levels indicated by the student interest survey. With minimal program addition, this could be accomplished by adding non-varsity teams and initiating the addition of teams in surrounding schools and school systems. It should be noted that in many schools that offer all KHSAA sports, compliance with the mathematical and numbers tests are difficult, but not impossible as the non-varsity level competition opportunities can compensate.

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

Yes No

Comment:
During the 2001-2002 school year, 86% of the students surveyed returned a ballot. The KHSAA Audit Team suggests that the Gender Equity Review Committee put together a plan that will ensure a higher return of surveys and have the next survey include as many of the

incoming freshman class as possible and that a portion be added to show student interest in student managers, statisticians and video technicians.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		At the present time, Hopkinsville High School offers varsity competition in all of the KHSAA sanctioned events. The Gender Equity Review Committee needs to try to find ways to get more females interested at the freshman and junior varsity level.
Equipment and Supplies	X		<p>At the present time, no deficiencies were found; however, it is noted that the KHSAA Audit Team pointed out some areas of concern in the 1999-2000 report.</p> <p>The Hopkinsville High School Gender Equity Review Committee had already corrected the areas of concern since the first report.</p> <p>To assure that Hopkinsville High School continues to provide the high quality of uniforms that they currently offer, it is suggested that the Gender Equity Review Committee adopt a uniform replacement policy that would include all of the boys' and girls' athletic teams and be a guide to keeping uniforms at a high quality.</p>
Scheduling of Games and Practice Time	X		<p>At the present time, the scheduling of games in "prime time" is very much "border line" as to compliance, and it is suggested that the Gender Equity Review Committee develop a policy that would bring the school into total compliance in regard to the "prime time" issue.</p> <p>The Gender Equity Review Committee needs to redo the T-12, T-13 and T-14 forms so that they reflect the comments of the coaches from the T-5 forms and to place updated copies in the school's Title IX file and resubmit to the KHSAA by the deadline in this report. It is noted that a copy of the gymnasium practice schedule and the soccer field game rotation schedule be placed in the school's Title IX file,</p>

			as well as copies of the policies ensuring continued schedule rotation.
Travel and Per Diem Allowances	X		It is recommended that the Gender Equity Review Committee establish an equitable policy for student athletes that would cover all aspects of travel and place the policy in the school's Title IX file.
Coaching	X		No deficiencies were found in the compensation and benefits; however, the evaluation by the coaches must be better reflected in the final reports as mentioned earlier.
Locker Rooms, Practice and Competitive Facilities	X		<p>No deficiencies were found in the locker rooms.</p> <p>The signage of the dressing rooms in the Block House needs to be looked at to distinguish the difference in male and/or female locker rooms as well as various sports teams.</p> <p>In many cases, the on-campus facilities show the girls' facilities superior to the boys' in some areas.</p> <p>Soccer, football and track & field have athletic contests at a community-owned facility that is shared with Christian County High School.</p> <p>There is a tremendous football facility and a track & field facility that has some minor equipment problems that the KHSAA Audit Team pointed out.</p> <p>The city soccer facility has the potential to be a red flag for equity if not monitored closely as to playing field and/or playing times. It should be noted that even though owned by an outside group, once used by the school, that school becomes liable for ensuring that the proper benefits relative to Title IX are afforded to both female and male athletes.</p>
Medical and Training Facilities and Services	X		It is noted that the T-30 form does not match the coaches' comments and need to be redone and a corrected copy placed in the school's Title IX file and a copy resubmitted by the published deadline.

		<p>The 1999-2000 report reflects that some athletic teams receive physical examinations while some athletic teams pay for their own physicals. The Gender Equity Review Committee needs to develop a policy that will assure that all boys and girls receive equal medical and training opportunities.</p> <p>Hopkinsville High School has made some great strides in weight lifting opportunities for females with the addition of a second weight room with universal equipment that is more female-friendly. However it is pointed out that the main weight room in the block house still reflects a primarily male room, and, since it is still used by females, the Gender Equity Review Committee needs to come up with a plan to make the room more female-friendly. Included in this policy must be times that the facility is available to females only. Staff should be cautioned, as well as coaching staff members, that the mere presence of a female on a predominantly male team by no means implies "co-ed status" to a facility, and the equipment within that facility must reflect the needs of the females as well as the males.</p>
Publicity	X	<p>It is noted that the T-30 form needs to be re-compiled and a corrected copy placed in the school's Title IX file and a copy resubmitted by the published deadline.</p> <p>The school has some policies that relate to some of the subjects in this particular area but none appear on paper or in the school's Title IX file. The Gender Equity Review Committee should be developing policies for the Athletic Department to ensure equal treatment regarding program production, schedule card production, and media guide production to ensure that other entities such as booster organizations do not affect compliance.</p> <p>The placement of banners/pictures in the gymnasium and other athletic venues as well as other commons areas around the school should</p>

			<p>have a policy to ensure that all athletic participants have an equal opportunity for this "prime time" exposure. School personnel should continue their efforts to clarify the issue of trophy and memorabilia display. This can not be left to the individual thoughts of any coach or participant, but should be a systematic approach that will ensure the equal treatment of all participants. Hopkinsville High School appears to be doing a good job with cheerleading at the present time; however, a written policy needs to be in the school's Title IX file on how cheerleaders are selected, and a plan in place to assure an equal number of cheering opportunities for girls' contests.</p>
Support Services	X		<p>It appears that the T-35 and T-36 forms are not complete and do not truly reflect Hopkinsville High School and the Athletic Department spending practices. The Gender Equity Review Committee should submit a report to the KHSAA by the deadlines listed in this report.</p> <p>A report that shows a closer percentage of the expenditures of the boys' and girls' athletics that would reflect any Booster Club spending. It is suggested that the Gender Equity Review Committee develop a policy that shows Booster Club control and place in the school's Title IX file. School personnel should be aware of the pitfalls and problems that can exist with separate and independent booster organizations for each sport. At minimum, school personnel should enter into contractual relationships with these groups to ensure compliance with school, state and federal law. The school should require, through policies approved at the school, site base and board of education level, that the booster organizations regularly submit complete and audited financial reports to the school so as to include these amounts received and spent by these organizations in any required reporting.</p>
Athletic	X		This area does not appear applicable in this

Scholarships**			situation.
Tutoring**	X		It does not appear to be applicable to this school, nor are there any indications of disparate treatment.
Housing and Dining Facilities and Services **	X		It does not appear to be applicable to this school, nor are there any indications of disparate treatment.
Recruitment of Student Athletes**	X		It does not appear to be applicable to this school, nor are there any indications of disparate treatment.

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

The KHSAA Audit Team discussed several items that needed the attention of the Gender Equity Review Committee at Hopkinsville High School in regard to policy development, and making these policies a permanent part of the school's Title IX file. In addition, future corrective action plans should not include items related to the specific improvement of boys' facilities as these are not within the purview of the reporting guidelines and procedures.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No particular deficiencies were found, but some areas need the constant attention of the Athletic Staff and the Gender Equity Review Committee in the future (development of certain policies, weight room updates, expense reports that reflect school and booster club spending).

7. Facility Recommendations or Concerns

Even though progress has been made, the weight room in the Block House needs the attention of the Gender Equity Review Committee to make it more female-friendly.

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:

(Prime Time Contest/Girls' Basketball) On or before **August 15, 2003**, 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 2003/2004 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"), school personnel shall advise the KHSAA of action it intends to take to immediately correct the difference.

(KHSAA Forms) On or before **August 15, 2003**, school personnel are requested to provide information to the KHSAA on the following forms that need to be resubmitted.

- T-12, T-13 and T-14
- T-30
- T-33
- T-35
- T-36

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Rick Roberts, 430 Koffman Drive
Hopkinsville, Kentucky 42240

District Level Title IX Coordinator: Rick Roberts, 430 Koffman Drive
Hopkinsville, Kentucky 42240

Name	Title	Telephone
Gordon D. Bocoock	KHSAA Audit Team	606-678-8916
Julian Tackett	KHSAA Audit Team	859-299-5472
Roger Westfall	Parent	270-885-3004
Trevor Y. Hooks	Teacher	270-886-1723
Peggy Kemp	School Principal	270-887-1201
Rick A. Roberts	Athletic Director	270-887-1220
Toni Spain	Volleyball Coach	270-475-4257
Tara Toliver	Parent	270-887-9850
Scott Marks	Baseball Coach	270-886-6545

In addition, a representative of the Hopkinsville New Era attended the public comment session with questions about the audit process, but provided no specific information relative to this school.

10. Comments

It is the opinion of the KHSAA Audit Team that the Gender Equity Review Committee at Hopkinsville High School needs some work on the membership of the committee, in that

no student-athletes are members. It is suggested that a male and female student be added immediately to the committee. It does appear that the Gender Equity Review Committee at Hopkinsville High School is beginning to realize the vast job they have to provide equal opportunities and benefits for all of their student athletes. Overall, the interscholastic athletic program clearly has the support of the school and the community. At this time, the pressing need is for the Gender Equity Review Committee at Hopkinsville High School to develop and design a number of policies, as put forth in this report, to strengthen the governing of the Hopkinsville High School Athletic Department.