



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

(For schools re-visited during the 2016-2017 school year)

School: Hopkinsville High School
 Prepared By: Kathy Johnston
 Date of Re-Visit: December 13, 2016
 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)

	A	Substantial Proportionality
	B	History and Continuing Practice Of Programs Expansion
X	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 submitted data, it appears that Hopkinsville High is currently not meeting the standard of Test 1 for the provision of athletic opportunities.

- 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 submitted data, it appears that Hopkinsville High is currently not meeting the standard of Test 2 for the provision of athletic opportunities.

- 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: According to submitted data, it appears that Hopkinsville High is meeting the standard of Test 3 for the provision of athletic opportunities.

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

Comments: The most recent Student Interest Survey was administered during the 2015-2016 school year. Students in grades 9-11 were surveyed with a return rate of 93.1 percent.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>The most recent Student Interest Survey was administered during the 2015-2016 school year. Students in grades 9-11 were surveyed with a return rate of 93%. Reported data showed that Hopkinsville High School currently offers eleven (11) varsity sports for males and ten (10) for females. Interviews with administration confirmed the addition of archery for both males and females during the 15-16 school year, however, rosters were not reported and, therefore, not included in the reporting data. The audit team reminded school administration the importance and value of accurate roster submission as it relates to the evaluation of the standards for opportunities and benefits.</p>
Equipment and Supplies		X	<p>There was written evidence of a four-year plan for uniform review and/or replacement, but not a complete cycle that would show parity and equity for all teams. Interviews with administration and coaches indicated that coaches could use their own discretion to purchase at any time if funds were available. It was difficult to ascertain overall quality and/or quality of uniforms, as all were not provided for viewing. A review of spending for this category showed that approximately \$106.00 was spent per female athlete and approximately \$284.00 spent per male athlete. These amounts fall outside the acceptable expenditure range for this category (\$40.00).</p> <p style="text-align: center;">(see KHSAA recommendation 7.a.)</p>

Scheduling of Games and Practice Time	X		<p>There was viewed evidence of all team schedules in the Title IX file. Schedules showed equivalence and parity regarding the number of competitive event opportunities provided. There was no written evidence for the gymnasium, as a shared facility, that would ensure equitable usage and access. Administration was also reminded that a schedule showing equitable usage and access would also need to be developed once the indoor hitting facility was completed.</p> <p>(see KHSAA recommendation 7.b.)</p>
Travel and Per Diem Allowances	X		<p>There was no written procedure and/or specifics relative to the provision for mode of transportation, meals, and housing (overnight stay). The school Athletic Handbook stated that buses and vans are used for travel but did not indicate the specifics of when each mode may be used. The handbook also stated that Superintendent approval is required for all trip requests, however, it did not include the provision for trip meal allowance and housing (overnight stay). A review of spending for this category showed that approximately \$83.00 was spent per male athlete and approximately \$98.00 per female athlete.</p> <p>(see KHSAA recommendation 7.c.)</p>
Coaching	X		<p>There was viewed evidence of a school board approved salary schedule in the Title IX file. It showed equivalence in stipend amounts as well as parity in the number of coaching positions provided. According to submitted data, the athlete to coach ratio was 10:1 for males and 9:1 for females. As stated in the school's athletic handbook, the Athletic Director is responsible for the evaluation of coaches.</p>

Locker Room, Practice and Competitive Facilities	X		<p>There was written evidence of locker room assignment for all teams except golf and tennis. The qualities and amenities of all locker rooms appear to be comparable. The on-campus competitive facilities include those for softball, baseball, swimming, volleyball, basketball, and wrestling. The school Stadium, approximately one mile from the school campus, provides competitive facilities for football, soccer, and track. The cross country team practices on campus, but travel away for all competitive meets. The tennis teams utilize the courts at Ruff Park and the golf team practices and competes at the Hopkinsville Country Club. All fields and athletic venues appear to be very comparable and are very well maintained. There was written and viewed evidence of storage for all teams except golf and tennis. The addition of an indoor hitting facility for baseball and softball is currently in the process of being completed. To date, it had not yet been approved for usage.</p>
Medical and Training Facilities and Services	X		<p>There are two (2) weight room facility areas at Hopkinsville High School. One is located in the Blockhouse, a building adjacent to the high school, and another located in a room off the gymnasium. Interviews with students and coaches indicated use of both areas, however, there was no evidence of a written or posted schedule showing equitable access. Interviews with administration indicated that athletic training services are made available thru a contract with Jennie Stuart Medical Center. An athletic training room, located in the Blockhouse, provides equitable access and services to all athletes. Services are provided daily and at all home events. Free athletic physicals are made available, twice a year, for all students.</p> <p>(see KHSAA recommendation 7.d.)</p>

Publicity	X		<p>Interviews with students and coaches indicated end-of-season banquets, however, there was no written evidence ensuring the equitable provision for end-of-season recognition(s) for all teams. Viewed written evidence stated that banquets were the responsibility of each sport booster club. There was written evidence showing equitable expenditure allowances for team awards. There was no written evidence for the display accomplishments relative to pictures and individual and/or team banners. Interviews with administration indicated that the support groups of cheerleading, dance team, and band provide support at football, boys and girls basketball games, however, there was not a written provision in place that provided oversight, ensuring overall equity. A review of spending for this category showed that approximately \$16.00 was spent per male athlete and approximately \$24.00 spent per female athlete.</p> <p>(see KHSAA recommendation 7.e. and f.)</p>
Support Services	X		<p>A two-year review of spending showed that approximately \$481.00 was spent per female athlete and approximately \$570.00 spent per male athlete. A majority of the sports show booster expenditures, however, interviews with administration indicated that there is currently not a school process in place for the monitoring of those expenditures. School administration was reminded that to evaluate overall spending, it is important that all expenditures, school and booster, be accurately reported. Interviews with coaches indicated knowledge of the process for approval to purchase items from school accounts. All available office space appeared to be equitably assigned.</p>
Athletic Scholarships	NA		

Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

- Training facility more geared to the female athletes
- Monitor school support of female athletes
- Increase female locker room facilities
- Oversight and monitoring of booster club spending

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Equipment and Supplies: The lack of administrative oversight and overall equivalence relative to uniform review and/or replacement, quality and quantity of uniforms provided, and spending has rendered this benefit area as deficient. Please see 7.a. below for recommended action.

7. KHSAA Recommended Action in relation to new deficiencies

Equipment and Supplies:

a. Please submit to the KHSAA, no later than April 1, 2017, the following items:

- A **uniform plan of review and/or replacement**, for all teams, that would show equivalence and parity for the like teams, as well as a **full cycle**.
- This uniform plan should include the signatures of all coaches, as understanding of this plan.
- Documentation shall also be sent **listing all sports teams** which shall include the **quantity** of uniforms and/or other issued equipment (i.e. shoes, warm-ups) provided, and the **quality** (brand name) of each.

The following items below are recommendations that should be addressed **to ensure overall equivalence:**

b. Please submit to the KHSAA, no later than April 1, 2017, a guideline for the usage of the gymnasium and indoor hitting facility (if in use) as a shared facility. This shall include, but not limited to, calendar dates of use, method of rotation to ensure equity, and priority of use by seasons.

c. Please submit to the KHSAA, no later than April 1, 2017, a Travel and Per Diem guideline that would include the specifics relative to mode of transport used by teams, and the provision for meal allowance and housing (overnight stay).

d. Please submit to the KHSAA, no later than April 1, 2017, weight room schedules that show equitable access for both males and females. Administration is also reminded that schedules should be posted at each weight room.

e. Please submit to the KHSAA, no later than April 1, 2017, an Awards guideline that shall include, but not be limited to, the provision for end-of-season recognitions, banner display for individual and/or team recognitions, and picture display.

f. Please submit to the KHSAA, no later than April 1, 2017, a written provision of administrative oversight relative to the equitable support provided by the cheerleaders, dance team, and band to applicable teams.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Larry Cavanah 270-887-7110

District Level Title IX Coordinator: Brad Hawkins 270-887-7000

Name	Title	Telephone
Jeff Addison	Girls Soccer Coach	270-887-7110
Kris Perry	Wrestling Coach	270-887-7110
Ka'Tyvin Anthony	Student Athlete	270-887-7110
Janiya Davis	Student Athlete	270-887-7110
Brad Hawkins	District Coordinator	270-887-7000
Todd Marshall	Principal - HHS	270-887-7110
Larry Cavanah	Athletic Director	270-887-7110
Blake Leach	Baseball Coach	270-887-7110
Tamara Scruggs	Cheer Coach	270-887-7110
Kathy Johnston	KHSAA Auditor	859-494-2509 kjohnston@khsaa.org
Gary Lawson	KHSAA Auditor	859-299-5472

9. Comments

Hopkinsville High School provides many great benefits for its student-athletes. The development of guidelines for the benefit categories will help to ensure overall equivalence and parity for all the teams. Administrators interviewed were all very positive. The public forum, scheduled for 3:00 pm, was held in a school conference room. As no one attended the public forum, the audit team left Hopkinsville High School at approximately 3:20 pm.