



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

(For schools re-visited during the 2004-2005 school year)

School: **Iroquois High School**  
 Reviewed By: **Gordon D. Bocock**  
 Date of Re-Visit: **November 30, 2004**  
 Telephone Number of Reviewer: **(606) 678-8916**

**1. Completed Required Forms**

- Verification of Forms (Form GE-50) Yes  No
- Participation Opportunities Summary Chart (Form T-70) Yes  No
- Benefits Summary Charts (Forms T-71 & T-72) Yes  No
- Benefits Publicity (Form T-73) Yes  No
- Corrective Action Plan Summary Charts (Form T-74) Yes  No

**2. Opportunities Component of Title IX Compliance**

Area of Compliance:  
(Check One or More)

	A	Substantial Proportionality
X	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:**

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:**

The standard for this test was met during the 2003-2004 school year based on the calculations provided by school personnel.

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 the responses provided by school personnel, the school has met the standard established to pass this test during the 2003-2004 school year. These responses appear to be supported by the results of the student survey.

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

**Comments:**

Based on the data supplied by school personnel and responses during the school visit, the student population was surveyed properly. Eighty-seven percent (87%) of the surveys issued were returned. It is recommended that the Gender Equity Review Committee drop the surveys for the 12<sup>th</sup> graders and replace them with a survey of the incoming 8<sup>th</sup> graders.

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

<b>Benefit to Students</b>	<b>Satisfactory</b>	<b>Deficient</b>	<b>Comments</b>
<b>Accommodation of Interests and Abilities</b>	<b>X</b>		At the present time, Accommodation of Interests and Abilities is rated as satisfactory.
<b>Equipment and Supplies</b>	<b>X</b>		Iroquois High School has adopted a uniform replacement plan and has a copy in the Athletic Director's computer. It is requested that all school policies that have been adopted by the Gender Equity Review Committee be placed in the school's Title IX file.
<b>Scheduling of Games and Practice Time</b>	<b>X</b>		A review of the school's 2004-2005 basketball schedules indicate that 40.1% of the girls' basketball home games are played during prime time as compared to 38.1% for the boys. The Gender Equity Review Committee and school personnel need to work together to assure that this prime time issue stays in compliance.
<b>Travel and Per Diem Allowances</b>	<b>X</b>		The school has adopted a policy that covers all the aspects of travel and has a copy in the Athletic Director's computer. It is requested that a copy be placed in the schools Title IX file.
<b>Coaching</b>	<b>X</b>		The school appears to be in compliance in this area at this time.

<p><b>Locker Rooms, Practice and Competitive Facilities</b></p>		<p><b>X</b></p>	<p>The school is very much borderline in this particular area. During the original one-site visit in 2002 the KHSAA Audit Team found the boys' and girls' basketball dressing rooms to have several differences. The boys' dressing room was carpeted and the girls' was a bare concrete floor. The Gender Equity Review Committee was told during the original visit that this was the Girls' Basketball Coach's decision. At the time of the Re-Visit, two girls' basketball players came before the KHSAA Audit Team and one of their concerns was the differences in the boys' and girls' dressing rooms. During the Re-Visit, the boys' basketball dressing room was being renovated, with new lockers being installed by the school's industrial arts classes. It is <b>highly recommended</b> that the Gender Equity Review Committee and other school personnel look into this situation and bring it into compliance.</p> <p>The situation with the differences in the baseball and softball field has improved since the original visit. An electric scoreboard is now in place at the softball venue and the overall up-keep of the softball field is much improved. The press box and storage area are planned and will be a project of the school's industrial arts program. <b><u>The Gender Equity Review Committee needs to meet and set forth a corrective action time schedule on these two projects to assure that this area that is now deficient becomes satisfactory in the near future.</u></b></p>
<p><b>Medical and Training Facilities and Services</b></p>	<p><b>X</b></p>		<p>The KHSAA Audit Team noted improvements in the weight room at Iroquois High School. Smaller weights were added, but it is recommended that the Gender Equity Review Committee continue to look at ways of making the weight room more "female friendly". The overall appearance is still very much a "male dominated area".</p>

<b>Publicity</b>	<b>X</b>		This area appears to be satisfactory. The school has adopted several new policies, but, for the most part, they are in the Athletic Director's computer. Those that are printed out are not totally organized in one central area. The KHSAA Audit Team was given several copies of handbooks and schedules but copies of these could not be found in the school's Title IX file.
<b>Support Services</b>	<b>X</b>		This area appears to be satisfactory at this time.
<b>Athletic Scholarships</b>	<b>NA</b>		Does not apply to Iroquois High School.
<b>Tutoring</b>	<b>NA</b>		Does not apply to Iroquois High School.
<b>Housing and Dining Facilities and Services</b>	<b>NA</b>		Does not apply to Iroquois High School.
<b>Recruitment of Student Athletes</b>	<b>NA</b>		Does not apply to Iroquois High School.

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

The Gender Equity Committee needs to give some attention to the School's Title IX File. All of the materials that relate to this program are not assembled in a central location. All of the materials need to be brought together in an organized fashion. At no time did the KHSAA Audit Team see the minutes of any Gender Equity Review Committee meetings, but were assured that they were there somewhere. It is recommended that two copies of the school's Title IX file be prepared and maintained and kept in separate location in the school.

School personnel have made some big improvements since the original visit but the documentation of the various policies and corrective actions taken are not presented in the school's Title IX file.

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

The first area of concern has to be the differences in the Girls' and Boys' Basketball dressing rooms. The female student-athletes that came before the KHSAA Audit Team expressed displeasure that the boys were getting a new dressing room when they already had one better than the girls. This is a **major** issue that the Gender Equity Review Committee and school personnel need to address immediately.

There are still some concerns with the Softball Complex; however, it is noted that big steps have already been taken and the plans are in place to complete the project.

7. **KHSAA Recommended Action in relation to new deficiencies**

The school was deficient during the original audit in the area of Locker Room, Practice and Competitive Facilities. They have improved the Softball Complex and are continuing to work toward a completed project. The Gender Equity Review Committee needs to develop in writing a Corrective Action Plan that will show the plans and time table for the completion of the Softball Complex. Also in this area of concern are the Boys'/Girls' Locker Room issues. School personnel stated, "it was the decision of the Girls' Basketball Coach to remove the carpet in the dressing room". The student-athletes told the KHSAA Audit Team, "they wanted carpet and a dressing room just as nice as the boys". The Gender Equity Review Committee needs to meet as soon as possible and address the issues involved here and look at the possibilities of turning the renovation of the boys' basketball dressing room into a renovation of both dressing rooms and making them equal in comparisons.

8. **KHSAA Recommended Action in relation to re-occurring deficiencies**

By **March 1, 2005**, the Gender Equity Review Committee at Iroquois High School needs to present to the KHSAA **Corrective Action Plans** that will:

- Give the plans and time table to complete the softball complex.
- Give the plans to bring the boys' and girls' basketball dressing rooms to a similar facility.

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

**High School Title IX Coordinator:** Charlie Daniel

**District Level Title IX Coordinator:**

<b>Name</b>	<b>Title</b>	<b>Telephone</b>
Gordon D. Bocock	KHSAA Audit Team	606-678-8916
Fran Edwards	KHSAA Audit Team	859-299-5472
Brian T. Shumate	Principal	502-485-8269
Charlie Daniel	Athletic Director	502-495-8693
Andrew Schwartz	Girls Soccer Coach	502-893-3849
Clifford E. Irons	Girls Track Coach	502-485-8865

**10. Comments:**

The KHSAA Audit Team feels that the Gender Equity Review Committee needs to be more involved in the overall Title IX issues of Iroquois High School. The Committee needs to clean up the School's Title IX file and make it a more presentable document. All the new policies and procedures developed need to be put in place and placed in this school file. The Gender Equity Committee need to become involved with the locker room and softball complex issues so that this area can come into compliance in the very near future.

The school personnel at Iroquois High School have made several notable changes since the original visit and we hope that the school personnel and Gender Equity Committee will continue to work together for the betterment of the programs at the school.



## Kentucky High School Athletic Association

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### MEMORANDUM

TO: Superintendent, Principal, Athletic Director  
Iroquois High School

FROM: Brigid L. DeVries, KHSAA Commissioner  
Larry Boucher, KHSAA Assistant Commissioner

DATE: January 27, 2005

RE: KHSAA Title IX Re-Visit Final Audit Report  
2004-2005 School Year

A handwritten signature in black ink, appearing to be 'L. DeVries', is written over the 'FROM' field of the memorandum.

Enclosed please find a copy of the KHSAA Title IX Re-Visit Final Audit Report, KHSAA Form T76, regarding the recent Title IX compliance re-visit to your school/school district. As you review the report, please pay particular attention to what additional information the reviewer may have requested in order to properly assess your athletic program. This information, as well as the date its return is required, can be found in Sections 7 & 8 of the enclosed report.

Should you have specific questions regarding the content of this Title IX Re-Visit Report, please contact the Kentucky High School Athletic Association at 859-299-5472.

Thank you for your continued work in this very important project.