



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

**(For schools re-visited during the 2012-2013 school year)**

School: Iroquois High School  
 Prepared By: Gordon Bocock  
 Date of Re-Visit: January 10, 2013  
 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
- Improvement 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 the figures presented in recent Annual Reports Iroquois High School is not meeting the standard established in Test One for 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: Based on the data presented in the past three Annual Reports Iroquois High School is not meeting the standard established in Test Two for 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: After reviewing the past two Student Interest Surveys and looking at the current sporting opportunities at Iroquois High School it appears that that the standard established in Test Three for provisions of athletic opportunities is being met.

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

Comments: The recent Student Interest Survey is the first one allows the Iroquois student body to reflect their interests in the new KHSAA Sports of Archery, Bowling and Fishing. The latest survey does indicate student interest in these new opportunities.

#### 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 Iroquois High School appears to be satisfactory in this area. The Gender Equity Committee need to take a close look at the interest expressed on the most recent survey to see if the interest is real and genuine. Areas of interest that need a closer look are Archery, Bowling, Fishing and Girls Soccer. All efforts to see if this reported interest is real and genuine need to be reflected in the minutes of the next Gender Equity Review Committee meeting. The minutes for all GERC meetings held during the 2012-2013 school year need to be sent to the KHSAA by <b>May 30, 2013</b> .
Equipment and Supplies	X		At the time of the first Audit in 2002 this was an area that was deemed deficient because of a major difference in the Boys/Girls Basketball uniforms. The school was also asked to develop a Uniform Rotation Plan.  The second Audit took place in 2004 and this area was Satisfactory. A Uniform Rotation Plan had been put in place.  Information gathered during the visit indicated a need for the monitoring of expenditures in this benefits area.
Scheduling of Games and Practice Time	X		This was an area that was Satisfactory in both of the first two audits. Practice schedules in like sports are in place and sharing of facilities does not appear to be an issue.
Travel and Per Diem Allowances	X		The school was rated as satisfactory in both of the previous audits, but the school was asked to develop a travel and per-diem policy. A travel and per-diem policy has been developed and it needs to be monitored by the Gender Equity Review Committee to ensure accurate reporting for all sports.
Coaching	X		In 2002 the school was listed as deficient in this area and asked to develop a policy to explain the large differences in the coaching salaries. In 2004 the school was listed as satisfactory. The Gender Equity Review Committee needs to continue to monitor this area to ensure equity.
Locker Rooms, Practice	X		In 2002 the school was deficient in this area as

and Competitive Facilities			<p>there were vast differences in the boys and girls basketball dressing rooms. Numerous differences in the baseball and softball were pointed out to the Gender Equity Committee and school administration.</p> <p>In 2004 the school was still deficient in this area although some upgrades had been made to the schools softball field. Much works still needs to be done to bring the softball field up to the same level as the baseball complex. The dressing room situation has gotten worse as nothing has been done for the girls basketball dressing room while upgrades were in place for the boys dressing room.</p> <p>At the time of the most recent re-visit the school was satisfactory in this area. Tremendous changes have taken place in the basketball dressing rooms and the girl's facility is now superior to the facility of the boy's facility. Continued upgrades have been made to the softball.</p>
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Medical and Training Facilities and Services	X		<p>At the time of the 2002 Audit the school was deficient in this area. There were concerns about school physicals being administered on an unequal basis. The weight room needed serious attention to make it more female friendly. No schedules were in place to assure that females had equal access to the weight room.</p> <p>At the time of the 2004 Audit steps had been taken to make the weight room more female friendly.</p> <p>Again in 2013 the school is satisfactory in this area. The Gender Equity Committee needs to make visits to this area from time to time to assure that all the needs of the student athletes are being taken care of now and upgrades for the future are beginning to take shape.</p>
Publicity	X		<p>In 2002 the school was satisfactory in this area however concerns were expressed with the way schedule cards were being produced for all sports and the school was asked to develop an Awards and Banner Policy. In the 2004 Audit the school was again satisfactory in this area but many of the newly developed policies are tucked away in the AD's computer and not on display in the school's Title IX File. Again in 2013 the school is satisfactory in this area but the Gender Equity Committee is asked to review all the aspects of publicity and awards each year to see how you can continue to recognize the student athletes at the school.</p>
Support Services	X		<p>At the time of the 2002 Audit the school was deficient in this area. Many of the required forms in the original Self Audit were never produced and sent to the KHSAA. At this time the school was asked to put together a Booster Agreement. In 2004 a Booster Agreement had been put in place and the school received a satisfactory. In 2013 it appears that the Cheerleader's are being assigned equitably at Iroquois and the school needs to keep an updated schedule of the cheerleading activities in the Title IX File. The Gender Equity Review Committee is asked to carefully evaluate the T-35 and T-36 forms before they are submitted</p>

			annually.
Athletic Scholarships	X		Does not apply to the students at Iroquois High School
Tutoring	X		Does not apply to the students at Iroquois High School
Housing and Dining Facilities and Services	X		Does not apply to the students at Iroquois High School
Recruitment of Student Athletes	X		Does not apply to the students at Iroquois High School

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

Since the beginning of Title IX Iroquois High School has continued to set forth an improvement plan that shows they are trying to present the best possible all around programs for their young athletes. It has taken them some time but to get some of the facilities upgraded and an improvement plan is in place that shows they are still upgrading and improving. Many policies are now in place that help bring about equality in the boys and girls programs.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

In the past Iroquois has had some major deficiencies but they have continued to put together improvement plans to become satisfactory in all areas.

7. KHSAA Recommended Action in relation to new deficiencies

8. KHSAA Recommended Action in relation to reoccurring deficiencies

There are none.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Mike Beard, Iroquois High School

4615 Taylor Boulevard  
Louisville, Kentucky 40215  
502-485-8269

District Level Title IX Coordinator: Cheryl Walker, Jefferson County Public Schools  
3001 Crittenden Drive  
Louisville, Kentucky 40209  
502-485-3340

Name	Title	Telephone
Chris Perkins	Principal	502-485-8269
Mike Beard	Athletic Director	502-485-8269
Robert Taylor	Girls Basketball Coach	502-485-8269
Charles Scott	Volleyball Coach	502-485-8269
Nanatte Wilson	Parent	502-485-8269
Mary Callahan	Parent	502-485-8269
Monique White	Student Athlete	502-485-8269
Jeremy Mack	Student Athlete	502-485-8269
Sharon Tippett	KHSAA Audit Team	859-299-5472
Gordon Bocock	KHSAA Audit Team	959-299-5472

9. Comments: The KHSAA Audit Team would like to thank Mr. Perkins and Mr. Beard for their efforts to make this a successful Title IX Audit. It is obvious that they want what is best for the student athletes at Iroquois High School. Some areas were pointed out that the Gender Equity Committee needs to address and fine tune to help make things even better at the school in regard to Title IX issues.  
No one showed up at the Public Forum and the Audit Team left the school at 3:15.