



## KHSAA TITLE IX RE-VISIT FINAL AUDIT REPORT

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

School: **Jackson County High School**  
Reviewed By: **Fran Edwards**  
Date of Re-Visit: **October 20, 2004**  
Telephone Number of Reviewer: **(859) 299-5472**

### 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)

<b>X</b>	A	Substantial Proportionality
	B	History and Continuing Practice Of Programs Expansion
<b>X</b>	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:**

The result of the calculation suggests that Substantial Proportionality is an area of compliance. For the 2003-2004 Annual Report, the percentage of female enrollment was 45% and the percentage of participation by females was 46%. The percentage of participation exceeds the percentage of enrollment by 1%, which indicates compliance.

- 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:**

- 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:**

It appears that opportunities in areas of students' interests are being provided at Jackson County High School. Volleyball was initiated for the 2004 season. For the first year of the program, both junior varsity and varsity teams were fielded and a total of 18 girls participated. Currently, females may opt to play volleyball, basketball and softball.

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

**Comments:**

The addition of volleyball to the interscholastic program addressed former concerns regarding females' interests as reflected in the Student Interest Survey.

**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>		As noted previously, volleyball, basketball and softball are offered for female participants. Personnel at Jackson County Schools fulfilled the recommendation put forth in October of 2003 by KHSAA Audit Team members that the athletic program include a fall, winter and spring offering for female participants and should be commended for their initiatives.
<b>Equipment and Supplies</b>	<b>X</b>		In the past, replacement uniforms were purchased on a rotating basis for girls' and boys' basketball, baseball and softball; each team receiving new uniforms every fourth year with the school board paying one-half of the cost. This year thirty uniforms were bought for the volleyball team and school personnel were uncertain what impact this would have on uniform purchases for basketball, baseball and softball. It is recommended that a new written policy be developed to cover this expense.
<b>Scheduling of Games and Practice Time</b>	<b>X</b>		An early/late rotation schedule is in effect for the use of the gym floor by the basketball teams. A schedule of activities is posted in the athletic director's office. For the 2003-2004 basketball season, girls' were scheduled to have 43% of the home contests during prime time. However, this year the girls are slated for 30% of their home games during prime time and the boys are scheduled for 45% of the home games during prime time. A difference of five percent between the girls' prime time percentage the boys' prime time percentage is adequate; a difference of fifteen percent is unacceptable. Next year (2005-2006) if the girls' prime time percentage is less than 40% and not within ten percentage points of the boys' prime time percentage, Jackson County Schools should be penalized in accordance with established KHSAA policies.

<b>Travel and Per Diem Allowances</b>	<b>X</b>		The weight room located at the Jackson County Educational Complex and the softball and baseball fields situated at Tyner Elementary School are several miles from the high school campus. School personnel indicated that bus transportation is provided for activities at both sites.
<b>Coaching</b>	<b>X</b>		It is recommended, as it was during the initial audit, that a copy of the board approved salary schedule for coaching positions be maintained in the permanent Title IX file.
<b>Locker Rooms, Practice and Competitive Facilities</b>	<b>X</b>		The gym floor was properly updated for volleyball and the girls use the physical education locker room for a dressing area. Concerns reported last year regarding disparities between the softball and baseball fields located at Tyner Elementary School were addressed. Lights were installed and the protective covering was extended to shield the fence at the softball field. The softball coach stated that he would have preferred metal dugouts rather than concrete dugouts. It is his opinion that metal dugouts are cooler than concrete dugouts.
<b>Medical and Training Facilities and Services</b>	<b>X</b>		The weight room located at the Jackson County Educational Complex is accessible for all athletes and a schedule for use is posted in the athletic director's office.
<b>Publicity</b>	<b>X</b>		Pepsi prints schedule cards and a website provides news regarding athletic activities. There is one cheerleading squad that performs at all home games and post tournament play.
<b>Support Services</b>	<b>X</b>		Based on information included in the Title IX Re-visit Report, funding is equitable for male and female teams. At this time, an organized booster group is not active. The principal and the school board must approve all funding raising requests.

<b>Athletic Scholarships</b>	N/A		
<b>Tutoring</b>	X		
<b>Housing and Dining Facilities and Services</b>	N/A		
<b>Recruitment of Student Athletes</b>	N/A		

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

The focus of the Corrective Action Plan submitted with the Title IX Re-visit Report was the construction of the softball field and future plans to improve the facility. All stated additions were completed. Also included was the development of a policy for the display of banners. It is suggested that future Corrective Action Plans be comprehensive and more fully reflect the efforts of the Gender Equity Review Committee. For example, the addition of volleyball, a significant improvement in opportunities for girls, was not mentioned. Members of the KHSAA Audit Team encourage school personnel to forward a Corrective Action Plan for the 2004-2005 Annual Report that completely describes planned upgrades for the athletic program.

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

None

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

None

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

None

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

**High School Title IX Coordinator:** Steve Carroll

**District Level Title IX Coordinator:** Paulette Vaughn

<b>Name</b>	<b>Title</b>	<b>Telephone</b>
Reba Woodall	Audit Team Member	(859) 299-5472
Fran Edwards	Audit Team Member	(859) 277-5472
Steve Carroll	Principal	(606) 287-7155
Paulette Vaughn	District Title IX Coordinator	(606) 287-7181
Keith Hays	Dean of Students, AD	(606) 287-7155

10. **Comments**

Since the initial Title IX Audit conducted in October 2003, numerous personnel changes have occurred. The principal was assigned in December 2003 and also serves as Jackson County High School's Title IX Coordinator. A Central Office staff member was named District Title IX Coordinator in August 2004. Two coaches now fill the Athletic Director position and they are not paid for their shared responsibilities. Based on comments made during the Title IX Re-visit, all persons new to their assignments are eager to be well-informed regarding gender equity and committed to providing equitable opportunities and benefits for male and female athletes.

Both the female athlete and the male athlete who were interviewed during the re-visit are members of the Gender Equity Review Committee. The two seniors are actively involved in Jackson County High School's Athletic Program. It was stated that improvements during the past few years include upgrading the softball field and moving to a one-squad cheerleading format. Suggestions to strengthen the athletic program mentioned were the addition of a football team and repairing the baseball infield. Both students indicated that they have had a positive experience participating in the athletic program.

During the past year, gains were achieved in the Title IX components of Opportunities and Benefits. Specifically, volleyball was added and upgrades to the softball field were completed. Based on observations during the re-visit, the following suggestions are put forth. **First**, the permanent Title IX File should be better organized and more complete. For example, all policies regarding uniform purchases, meal allotments, display of banners and trophies, and fund raising should be written and kept in the file. Also, supplemental information, such as the board approved salary schedule for coaches, should be included. **Second**, it is recommended that future Corrective Action Plans submitted with the Title IX Annual Reports be more comprehensive to accurately reflect upcoming program improvements. **Third**, it is imperative that the 2005-2006 girls' basketball schedule show an increase in prime time games so that the prime time percentage is either 40% or within ten percentage points of the boys' prime time percentage. **Fourth**, although it is not an equity issue, consideration should be given to improving the playing surfaces at the softball and baseball fields. The above suggestions, it is hoped, will be helpful to school personnel as they continue to better the Jackson County High School athletic program.