



KHSAA TITLE IX RE-VISIT FINAL AUDIT REPORT

(For schools re-visited during the 2011-2012 school year)

School: Jeffersontown

Prepared By: Gary W. Lawson

Date of Re-Visit: September 29, 2011

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 data and calculations submitted by the school, it has not met the standard established in Test 1 for provision of athletic opportunities during any of the past three school years.

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 data and calculations submitted by the school, it has not met the standard established in Test 2 for provision of athletic opportunities during any of the past three school years. Information in the 2010-11 annual report indicates that no new teams have been added for either gender at any level during the past five school years.

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: Responses on the school's T-3 form, as well as documented steps taken to address the interest in varsity bowling, indicate that the standard established in Test 3 for provision of athletic opportunities has been met for the past three school years and is currently being met.

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

Comments: Documentation found in the 2009-10 annual report shows that an 88% return rate was received on the most recent student athletic interest survey.

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 February 27, 2003 audit report rendered this category as deficient stating that the school did not meet the standard established in any of the three tests for provision of athletic opportunities during school year 2001-02. The recent visit showed that the standard established in Test 3 for provision of athletic opportunities has been met during each of the past three school years. The school has started a bowling program for boys and girls for the 2011-12 school year. The school currently offers all KHSAA sanctioned sports for girls at the varsity level. Thirteen total team opportunities are available for female participation compared with fifteen team opportunities for males. The school's Title IX file was reviewed. It was found to contain the school's original (February 27, 2003) Title IX audit report, all the school's annual Title IX reports to KHSAA for the past five years, a board approved salary schedule for coaches, a listing of the current members of the Gender Equity Review Committee, sample game schedules for the 2010-11 school year, written facility usage schedules for all shared athletic facilities, written guidelines for posting of athletic recognition for individual participants (see Publicity and KHSAA Recommended Action), a written designation of locker room space and storage space assigned each team, written minutes for Gender Equity Review Committee meetings for the past three years with no documentation of members present, so it was recommended that <u>future minutes include attendance</u>, and written guidelines for travel and per diem that address local athletic travel only. (See Travel and Per Diem and KHSAA Recommended Action.) School officials were encouraged to continue to build a comprehensive Title IX file.</p>

Equipment and Supplies	X	The February 27, 2003 audit report deemed this area as satisfactory but did request that the school develop a written uniform review, rotation, and/or replacement plan. The recent visit showed that although all uniforms are replaced every 2-3 years, <u>there still is no written plan for replacement in place.</u> (See KHSAA Recommended Action.) All uniforms reviewed during the visit appeared to be of mid to high quality and were provided equitably. The data submitted in the 2009-10 and 2010-11 annual reports indicated that the school was spending approximately \$101 per female athlete and approximately \$123 per male athlete for provision of equipment and supplies.
Scheduling of Games and Practice Time	X	A review of current game schedules showed that the number of competitive events scheduled for "like" sports was comparable. All shared athletic facilities appeared to be scheduled equitably. According to the posted results on the KHSAA web site, the girl's basketball team played 56% (5/9) of their home games on prime dates in 2010-11. A review of posted game times indicated that prime time recommendations were also being met. KHSAA representatives discussed new prime date requirements with school officials.
Travel and Per Diem Allowances	X	All athletic teams are transported by school bus except on some occasions when the girls and boys cross country teams and the girls and boys golf teams are transported by coaches and/or parents. The school's Title IX file contained some guidelines for travel and per diem which addressed only local travel. These guidelines did not address provision of per diem for overnight trips. (See KHSAA Recommended Action.) Data submitted in the 2009-10 and 2010-11 annual reports indicate that the school was spending approximately \$73 per female athlete and approximately \$49 per male athlete for travel and per diem.

Coaching		X	<p>The February 27, 2003 audit report rated this area as satisfactory but did state that male athletes had a slight advantage. A review of the school district's extra service pay schedule showed parity. The 2010-11 annual report showed disparities in the total amounts of money spent for coaches of "like sports." These disparities appear to result from the differences in the number of coaches provided for baseball and softball and boys and girls basketball. The 2010 annual report shows that the <u>boy's basketball program employed five coaches for three teams while three coaches were employed for three girls basketball teams. Five coaches were employed for two baseball teams while softball had three coaches for two teams.</u></p> <p>This gap was slightly narrowed by the fact that the girl's soccer team had two coaches for one team while the boys had one coach for one team. Generally, the "like" teams designated above have similar numbers of participants. This documented difference in accessibility of coaches renders this category to be deficient at this time. (See KHSAA Recommended Action.) A comparison of the number of on-campus and off-campus coaches for girls and boys teams indicates parity.</p>

Medical and Training Facilities and Services	X		
			<p>The February 27, 2003 audit report rendered this category as satisfactory stating that the school had a well equipped weight room with a posted usage schedule. The recent visit showed that the same weight room was still being used and had an equitable posted usage schedule. Much of the current equipment appears to be appropriate for use by female athletes. Interviews with student athletes indicated that several female teams use the weight room during their assigned times. The school does not have the services of an athletic trainer at this time and does not</p>

			provide athletic physical examinations for students.
Publicity	X		The school currently has one cheerleading squad that cheers at all football games—home and away, all home girls and boys basketball games as well as away games on Friday nights for these teams. They also cheer at all post season tournament games for football and boys and girls basketball. The school band performs at all Friday night home games for football and boys and girls basketball. The school does have written guidelines for the posting of athletic recognition for individuals. These guidelines fail to address posting of recognition for teams. (See KHSAA Recommended Action.) The 2009-10 and 2010-11 annual reports indicate that the school was spending approximately \$6 per female athlete compared to approximately \$4 per male athlete for awards.
Support Services	X		The February 27, 2003 audit report rendered this area as deficient primarily due to the school's submittal of incomplete T-35 and T-36 forms. A review of the T-35 and T-36 forms for the past five years show the data is satisfactory. The school does not currently have any athletic booster clubs. An analysis of spending for total athletic support for 2009-10 and 2010-11 indicates that expenditures were well within acceptable parameters for the provision of parity on both a percentage and per athlete basis. The school administration seemed very aware of the need for equivalent benefits through equitable spending.
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)

The school's most recent Corrective Action plans call for the following:

- upgrading the girls soccer locker room;
- providing out-of-state travel opportunities for school sponsored teams;
- providing restroom facilities at the softball field.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Since the time of the first visit, the school appears to have taken several positive steps in an attempt to provide the broadest array of athletic opportunities for their students. They have also improved the quantity and quality of benefits. The one area that seems to currently be deficient is coaching. The numbers of coaches provided for boys teams is greater than the number provided for girls. The access to competent coaching is an important benefit under Title IX. (See KHSAA Recommended Action.)

7. KHSAA Recommended Action in relation to new deficiencies

(Coaching) On or before December 17, 2011, the school is to submit to KHSAA documentation of steps to be taken in order to equalize the number of coaches serving male and female athletes. Particular attention should be given to the number of coaches working with baseball and softball and boys and girls basketball. The actions taken in this endeavor should also be a part of the school's April 15, 2012 Corrective Action Plan submitted to KHSAA.

Although the following "areas of concern" are not currently deficient, steps should be taken in regard to the following benefit categories to insure that further disparities do not develop.

(Equipment and Supplies) On or before December 17, 2011, the school is to submit to KHSAA an equitable uniform review, rotation, and/or replacement plan. This plan should show equitable intervals for "like" teams in regard to uniform replacement.

(Travel and Per Diem) On or before December 17, 2011, the school is to submit to KHSAA an expansion of the current guidelines for provision of travel and per diem. These guidelines should address the provision of food and lodging during overnight athletic trips.

(Publicity) On or before December 17, 2011, the school is to submit to KHSAA an expansion of the current written guidelines that address the posting of athletic recognition at the school. These guidelines should include various forms of team recognition such as pictures, banners, etc.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

The two deficiencies designated by the February 27, 2003 audit report appear to have been successfully addressed by school officials.

In the area of *Accommodation of Interests and Abilities*, all data indicates that the school has met the standard established in Test 3 for provision of athletic opportunities for at least the past three school years.

A deficiency was also assigned in *Support Services* primarily due to the submission of incomplete T-35 and T-36 forms. A review of the school's T-35 and T-36 forms for the past five years appear to show complete data and calculations.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Jeff Edwards, 9600 Old Six Mile Lane, Louisville, KY 40019
(502) 485-8384

District Level Title IX Coordinator: Jerry Wyman, 3332 Newburg Rd., Louisville, KY 40232
(502) 485-3182

Name	Title	Telephone
Jeff Edwards	Athletic Director	(502) 485-8384
Craig Driskell	Softball Coach	(502) 468-9113
Julie Farman	Cross Country/Swim Coach	(502) 485-8275
Gary W. Lawson	KHSAA	(502) 545-3393
Reba Woodall	KHSAA	(859) 299-5472
DeMichael Jackson	Student Athlete	(502) 794-0715

10. Comments

No one from the community attended the Public Comments session. The meeting was adjourned at 5:15 pm EDT.