



## TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2003-2004 school year)

School: **John Hardin High School**

Reviewed By: **Fran Edwards**

Date of Visit: **October 15, 2003**

Telephone Number of Reviewer: **(859) 299-5472**

### 1. Completed Required Forms

GE-19 Yes  No

Survey Student Interest Form Yes  No

Summary Forms T-1 Through T-41 Yes  No

Corrective Action Plan (Form T-60) 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

Were the calculations performed correctly? 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

Were the calculations performed correctly? Yes  No

**Comments:**

John Hardin High School was opened for students at the beginning of the 2001-2002 school year. Consequently, all athletic teams have been added within the past five years. Therefore, 100% of total participation by sex was added in the last five years. This suggests that there is compliance with Test Two, History and Continuing Practice of Program Expansion.

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

Were the calculations performed correctly? Yes  No

**Comments:**

It appears that opportunities in the areas of student interest are being provided for students at John Hardin High School. Currently, there are a total of nine varsity teams, four junior varsity and two freshman teams offered for female participants.

3. Has the school properly surveyed its student body to accurately assess the interest and abilities of its students? Yes  No

**Comments:**

Students are surveyed to ascertain their interest in athletic activities. For the 2002-2003 school year, students in grades nine through eleven responded to the Interscholastic Athletics Survey during first period class. Seventy-two percent of the surveys, a representative sample, were returned.

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

Benefit to Students	Satisfactory	Deficient	Comments
<b>Accommodation of Interests and Abilities</b>	<b>X</b>		The Accommodation of Interests and Abilities is satisfactory. As noted previously, nine varsity, four junior varsity and two freshman teams are offered for a female enrollment of 599. All KHSAA sanctioned girls' sports at the varsity level are available for female participants.
<b>Equipment and Supplies</b>	<b>X</b>		The quality and quantity of uniforms for male and female teams is comparable. The Gender Equity Review Committee is encouraged to develop a written policy to cover the purchase of replacement uniforms.
<b>Scheduling of Games and Practice Time</b>	<b>X</b>		Two gymnasiums are available for the basketball teams eliminating the need for an early/late rotation. Additionally, an early/late rotation is not necessary for the soccer teams since there is a game field and a practice field. For the 2003-2004 basketball season, the girls will play two of their eleven home games during "prime time." This represents 18% of their home games. It is recommended that 50% of the home games are held during "prime time" and that future schedules will reflect movement toward this standard.
<b>Travel and Per Diem Allowances</b>	<b>X</b>		The school district makes available a bus for transportation to away athletic events and the school covers the cost of providing a driver. The Gender Equity Review Committee is asked to write a policy for the meal allotment for the members of the various teams.
<b>Coaching</b>	<b>X</b>		A copy of the board approved salary schedule for coaching positions is maintained in the school's permanent Title IX file. Pay and experience levels are comparable for coaches of male teams and coaches of female teams.

<p><b>Locker Rooms, Practice and Competitive Facilities</b></p>	<p><b>X</b></p>	<p>The locker rooms, practice and competitive facilities at John Hardin High School are located on campus and are exceptional in every respect. At this time, approximately 99% of the preparations are complete for full use of the facilities in the John Hardin Field House. The building includes locker rooms, weight room, storage, restrooms and concession stand. The field house is adjacent to the football field and practice football field. The soccer field is well appointed and a practice soccer field is also accessible. The baseball and softball fields are comparable and have lights, textured block dugouts, scoreboard and storage. Play on these fields will be initiated for the 2004 season. A building, which is to be constructed in the future, will have restrooms and a concession stand. The track has a rubberized surface and has been used for practice but, as yet, the school has not hosted meets. It is expected that four tennis courts will be completed by the spring of 2004. Both the main and auxiliary gymnasiums were ready for use when the school opened. The Gender Equity Review Committee is encouraged to develop a written policy for the display of banners and awards. The boys' and girls' basketball locker rooms are identical and each team has a laundry room and storage adjacent to their locker room. The soccer and track teams as well as visiting basketball teams use the Physical Education locker rooms.</p> <p>The locker rooms, practice and competitive facilities are both newly constructed and of superior quality. The commitment to establishing excellent benefits in this area is very apparent and should greatly support participation in athletics.</p>
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<b>Medical and Training Facilities and Services</b>	<b>X</b>		Volunteers provide training services for the football team. Accommodations in this area for other athletes are not formalized. The weight room, which is very well equipped, is available for all teams. It is suggested that a written schedule for the use of this facility be posted.
<b>Publicity</b>	<b>X</b>		Schedule cards and game programs are printed on an equitable basis for male and female teams.
<b>Support Services</b>	<b>X</b>		During the football season, the cheerleading squad performs at both home and away games. The squad is divided into two groups that rotate between the girls' basketball team and the boys' basketball team. The pep band performs at an equal number boys' and girls' games. Money raised through gate receipts is kept in a general fund to support all athletics. Teams are equitably assigned to work the concession stand and receive the profits for their group. There are a number of booster organizations and school personnel are to insure that fund raising and expenditures by these clubs are well monitored. All money raised through booster activities is to be reflected on Forms T-35 and T-36, Budgeted and Actual Expenditures - Program Comparison Charts.
<b>Athletic Scholarships</b>	<b>N/A</b>		
<b>Tutoring</b>	<b>X</b>		
<b>Housing and Dining Facilities and Services</b>	<b>N/A</b>		
<b>Recruitment of Student Athletes</b>	<b>N/A</b>		

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

The Corrective Action Plan submitted with the 2002-2003 Annual Report identified three items. The first item was the completion of the stadium for the 2003 football season, which was accomplished. The second and third items related to finishing the softball and baseball facilities for the 2004 season. Based on observations made during the KHSAA Audit Team's visit, it appears that the timetable for these two items will be met.

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

7. **Facility Recommendations or Concerns**

8. **KHSAA Recommended Action**

- Notify Office of Civil Rights and Request Federal Investigation of Possible Violations
- Notify Equity Division and KBE of Potential Title IX Violations
- Suspension from the Association
- Prohibition from Post Season Play
- Probation For
- Fine In The Amount of \_\_\_\_\_
- None at This Time
- School shall submit the following additional information:

**(Selection of Cheerleaders)** On or before **April 15, 2004**, school personnel are requested to provide information to the KHSAA concerning the manner in which cheerleaders are selected for boys' and girls' teams. If cheerleaders are selected in such a way as to result in arguably better (i.e. "A" team vs. "B" team) cheerleaders performing at boys' events, the school shall also submit a plan under which cheerleaders of equal ability shall perform at an equal number of boys' and girls' games in comparable sport (i.e., boys' varsity and girls' varsity basketball game).

**(Prime Time Contest/Girls' Basketball)** On or before **April 15, 2004**, school personnel are requested to provide information to the KHSAA concerning the number of "prime time" games scheduled (games to be played on Friday and/or Saturday nights) for its girls' varsity basketball team during the 2004-2005 season. To the extent that a fewer percentage of girls' games are played during "prime times" (when compared with the percentage of boys' games scheduled for "prime times"), the school shall advise the KHSAA of action it intends to take to immediately correct the difference.

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

**High School Title IX Coordinator:** Mark Brown

**District Level Title IX Coordinator:** Joyce Seymour

<b>Name</b>	<b>Title</b>	<b>Telephone</b>
Mike McCune	Tennis Coach	(270) 769-8906
Bruce Seymour	Girls' Track & Cross Country	(270) 769-8906
Mary Donna Atcher	Girls' Soccer Coach	(270) 352-5828
Mark Brown	Football Coach	(270) 763-9502
Kristi J. Wells	Volleyball Coach	(270) 763-1824
Greg Cecil	Assistant Principal	(270) 769-8906
Bryan Lewis	Baseball Coach	(270) 769-8906
Fran Edwards	KHSAA Audit Team	(859) 299-5472
Gary W. Lawson	KHSAA Audit Team	(502) 875-3917

**10. Comments**

Title IX documents, including the 2002-2003 Annual Report, a self-study and meeting agendas, are on file at the school. Minutes of the Gender Equity Review Committee are to also be placed in the file.

Community members elected not to attend the public forum scheduled for 6:00 pm.

Since opening in the fall of 2001, the efforts of the school community have resulted in establishing a successful and equitable interscholastic athletics program. In the area of opportunities, all KHSAA sanctioned sports at the varsity level are offered for female participants. Benefits are comparable for male and female athletes. It must be noted that the caliber of on-campus facilities is exceptional. Based on observations during the KHSAA Audit Team's visit, there is a high level of commitment of all involved to maintaining a superior athletic program for students attending John Hardin High School.