



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

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

School: Kentucky Country Day
 Prepared By: Reba Woodall
 Date of Re-Visit: September 15, 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 x No

Participation Opportunities Summary Chart (Form T-1, T-2, T-3 & T-4) Yes x No

Benefits Summary Charts (Forms T-35 & T-36) Yes x No

Checklist Overall Athletics Program (Form T-41) Yes x No

Corrective Action Plan Summary Charts (Form T-60) Yes x No

2. Opportunities Component of Title IX Compliance

Area of Compliance:
(Check One or More)

X	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 x No

Comments: According to the data submitted by Kentucky Country Day, It appears the school has met the standard for Test 1, Test for Substantial Proportionality, during the 2008-2009, 2009-2010, and 2010-2011 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 x

Comments: According to the data submitted by Kentucky Country Day, it appears the school has not met the standard for Test 2, Test of History and Continuing Practice of Programs Expansion during the 2008-2009, 2009-2010, and 2010-2011 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 x No

Comments: According to the data submitted by Kentucky Country Day, it appears the school has met the standard for Test 3, Test of Full and Effective Accommodation of Interests and Abilities, during the 2008-2009, 2009-2010, and 2010-2011 school years.

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

Comments: Kentucky Country Day offered all KHSAA sanctioned sports during the 2009-2010 school year. They have stopped offering wrestling but are offering Field Hockey for females, and Lacrosse for both males and females. The Student Interest Survey conducted in 2009-2010 had a return rate of 93% which exceeds the 80% requested by the KHSAA.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>According to the information supplied by the school, Kentucky Country Day has met the standards established for Test 1 and Test 3 during the 2008-2009, 2009-2010, and 2010-2011 school years. During 2010-2011, the school offered all KHSAA sanctioned sports with the exception of wrestling. They also offered field hockey for females, and lacrosse for males and females. Compliance for each of the three opportunities tests was discussed during the Gender Equity Review Committee meeting. When the 2011-2012 Student Interest Survey is completed, the school administration and Gender Equity Review Committee should consider student interest in sanctioned and non-sanctioned sports the school does not currently offer. If student interest is high, the school should conduct a feasibility study for adding a new sport, and if found feasible, implement the sport as soon as possible. Study documentation should be included in the Permanent Title IX File. T-3 and T-60 forms in the school's Annual Report should reflect this information also.</p> <p>The failure to meet the standards for any of the three tests is the major reason schools are not compliant with the Title IX law. Meeting the standard for one test shows compliance. Kentucky Country Day currently meets the standards for two of the tests.</p> <p>The 2009-2010 Student Interest Survey had a 93% return rate.</p> <p>The school's Permanent Title IX File was in good shape. It included Annual Reports for the last 5 years, committee agendas, 2011 fall game schedules, fall media guide, girls and boys basketball gymnasium usage schedule, travel guidelines, award guidelines, designated locker room assignments, designated storage room assignments, written booster club by-laws, pay schedule for coaches, uniform</p>

			replacement schedule, and a handbook for coaches. It was suggested during the Re-visit that the items in the permanent file be kept in order by date as well as subject. <u>The school should include minutes for each Gender Equity Review Committee meeting in the Permanent Title IX File.</u>
Equipment and Supplies	X		Review of the uniforms during the Re-visit showed equivalence for the male and female team uniforms. All uniforms were of outstanding quality. The school has a uniform replacement schedule. On inspection during the school visit supplies appeared equitable. A disparity in this benefit can easily occur. It is important for the administration and equity committee to carefully and consistently monitor this area. At this time spending is equitable.
Scheduling of Games and Practice Time	X		Prime dates and times were discussed during the interview sessions and the Gender Equity Review Committee meeting. The changes for the 2011-2012 school year were reviewed. The school was in compliance for the 2010-2011 school year with 41.7% of girls' basketball games played on prime dates. A copy of the gym usage for boys and girls basketball is in the Permanent Title IX File. Although most teams do not share facilities, practice schedules should be maintained for all sports. Game schedules for like sports appeared to be equitable. The Athletic Director should monitor schedules for all sports for equity in number of games played per season. Copies of all game and practice schedules for each year should be kept in the Permanent Title IX File.
Travel and Per Diem Allowances	X		The school has Travel guidelines but nothing for Per Diem allowances. The school administration and equity committee should develop written guidelines for the Per Diem portion of this benefit area. A copy of this should be kept in the Permanent Title IX File. The spending in this area appears equitable for the 2009-2010 and 2010-2011 school years. Although these amounts currently appear equitable, this is an

			area where inequity can quickly appear. It is recommended that the Gender Equity Review Committee review this benefit yearly.
Coaching	X		The school had a copy of the pay scale for coaches. It is based on years of experience. At this time it appears that the coaching salaries are equitable. A number of the coaches are not on campus. The availability of coaches to athletes was addressed during the interview sessions. The athletes did not have a problem with this concern. At this time accessibility to coaches for athletes appears adequate and equitable.
Locker Rooms, Practice and Competitive Facilities	X		The athletic facilities at Kentucky Country Day are excellent. Facilities for all sports are on campus with the exception of golf and swimming. The softball and baseball fields are compatible. The baseball field had a press box while the softball field did not. There was an electrical hook up and speakers for a public address system at the softball field. All outdoor fields had irrigation systems. Only two fields had lights (football/track, and field hockey). All fields had scoreboards, and bleachers. There were portable trailers for concession stands. The Athletic Director suggested there were talks about moving the softball field at a later date and having one press box for both softball and baseball. There is one gym that is used for boys and girls basketball and volleyball. There were 4 locker rooms that are shared, 2 for girls and 2 for boys. The building used for indoor hitting practice for both softball and baseball has an area with lockers for the baseball team. The softball team does not have a similar area. There are 3 nets and 3 pitching machines. The current locker room assignment sheet should be updated to include all sports whether they practice/play on or off campus.
Medical and Training Facilities and	X		The school had one training room which appeared well equipped. The trainer is on campus daily from 2pm until the last event is

Services			<p>over. The trainer can be reached by cell phone, e-mail or walkie/talkie. School administrators, coaches, and athletes know how and can contact the trainer when needed. Normally there is a schedule for the trainer on the training room door. There is one washer and dryer for use by the whole school and therefore the athletic department. All coaches have access to the washer and dryer. At this time the school is in the process of constructing a weight room. When completed it will have 2 levels for free weights and machines. They are purchasing equipment as monies allow. When this is completed a weight room usage schedule, showing equitable usage, must be posted in the weight room and a copy must be kept in the Permanent Title IX File.</p> <p>Student athletes pay for their own physicals, and scholarships are available for physicals if needed.</p>
Publicity	X		<p>Kentucky Country Day does not have cheerleaders, band, dance team, etc. The school has three media guides one for fall, winter, and spring. The school has an excellent web sight that includes athletic information. Sports information is included in daily announcements. The use of school color, mascot, signage, and graphics is impressive. The school provides outstanding recognition of current and former athletes and athletic achievement. The school has written guidelines for awards and recognition.</p>
Support Services	X		<p>The school has 2 offices for coaches. One for the field hockey coach and one for the football coach who is also the athletic director.</p> <p>The school has one booster club which helps with major expenses for all sports. The money is kept on campus and spending is controlled by school administration. Their fundraisers are approved in advance, and they are in charge of concessions for all sports. The school should have the booster club officers sign and date the agreements each year. Copies</p>

			<p>of these should be kept in the Permanent Title IX File.</p> <p>It was noted during the interview session that some sports charged fees. The Athletic Director should survey all coaches and report to the Gender Equity Review Committee the following: which sports charge fees, how much is charged, and what the fee is used for. This should be done yearly. The school administration and committee members should monitor this spending for equity. All documentation concerning sport fees should be kept in the school's Permanent Title IX File.</p> <p>The information the school has provided on the T-35 and T-36 Annual Report forms show equitable spending. Methods of calculating spending were discussed during the Gender Equity Review Committee meeting with committee members and school administrators. Inequitable spending on benefits is one of the major reasons for non compliance of Title IX. The School Administration and Gender Equity Review Committee must be diligent in monitoring this area each year.</p>
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 2010-2011 Annual Report T-60 shows the following items: Increase attendance for girls sporting events, and add additional weight equipment geared toward the needs of our female athletes as needed by the overall strength program/physical education department. The school should continue to include all changes, additions, and improvements to the athletic department on the Corrective Action Plan.

6. Observed Deviancies in Overall Girls and Boys Athletic Programs

None

7. KHSAA Recommended Action in relation to new deficiencies

None

8. KHSAA Recommended Action in relation to reoccurring deficiencies

None

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: J. Tim Green

District Level Title IX Coordinator: J. Tim Green

Name	Title	Telephone
Bradley E. Lyman	Head Master	502-814-4305
J. Tim Green	Athletic Director/Title IX	502-423-0440
Caroline Green	Student Athlete	502-424-3542
Daniel Ceaser	Middle School Director	502-814-4318

Marche E. Harris	High School Director	502-814-4320
Khaleel Wilson	Student Athlete	502-403-6643
Shelbi Hendricks	Student Athlete	502-938-0883
Amy Charasika	Assoc. AD/ Varsity FH Coach	502-262-3513
Kathy Johnston	KHSAA	859-299-5472
Reba Woodall	KHSAA	859-299-5472

10. Comments

The Interscholastic Athletic program at Kentucky Country Day is exceptional. The opportunities and benefits for students are outstanding. During the interview portion of the Re-visit the student members of the Gender Equity Review Committee felt they were valued as productive members of that committee. It is apparent that school personnel, students, and community support Kentucky Country Day athletics. They seem willing and eager to help the school maintain and improve the athletic department for current and future athletes. The school was prepared with documentation, access to facilities, and help from school personnel for the KHSAA Re-visit.

A quorum was present for the Gender Equity Review Committee meeting.

No one from the community attended the Public Forum at 5 p.m.

The KHSAA Audit Team left the school at 5:35 p.m.