



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

**(For schools re-visited during the 2014-2015 school year)**

School: Lafayette High School  
 Prepared By: Kathy Johnston  
 Date of Re-Visit: January 22, 2015  
 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 submitted data and reports for the years 2011-2014, it appears that Lafayette High School does not meet the standard of Test 1 for the 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: According to the submitted data and reports for the years 2011-2014, it appears that Lafayette High School does not meet the standard of Test 2 for the 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: According to the submitted data and reports submitted for the years 2011-2014, it appears that Lafayette High School has met the standard of Test 3 for the provision of athletic opportunities.

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

Comments: According to submitted reports, the most recent Student Interest Survey was administered during the 2013-14 school year. Students in grades 9-11 were surveyed with a return rate of 81%.

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 most recent Student Interest Survey was administered during the 2013-14 school year. Students in grades 9-11 were surveyed with a return rate of 81%. According to the data submitted, there are currently twelve (12) varsity sports offered to females and thirteen (13) to males. Archery, bowling, and fishing are the most recent sport activity opportunities that have been added for males and females. Information on the most recent T-3 form supports the results from the Student Interest Survey.</p>
Equipment and Supplies	X		<p>There was written evidence of a guideline that stipulated uniform review and/or replacement every four (4) years, however, there was not written evidence showing a complete cycle of previous, current, and future team uniform purchases. Viewed uniforms of all sports were of mid- to high quality with a slight advantage to the female sports of soccer (number of uniforms provided) and volleyball (shoes provided). The guideline also stated that the teams of tennis, cross country, track, wrestling, swimming, golf, bowling, archery, and fishing purchase uniforms yearly. Coaches interviewed were aware of the uniform review plan. A review of overall spending in this category shows that approximately \$176.00 was spent per female athlete and \$211.00 was spent per male athlete.</p> <p>(see recommendation 6.a.)</p>
Scheduling of Games and Practice Time	X		<p>There was viewed evidence of all sport schedules which showed comparability and equity with regard to the number of competitive event opportunities provided. There was posted evidence of equitable scheduling for the shared facilities of the gymnasium, stadium field, and green building. The green building is</p>

			<p>an indoor facility that supports softball, baseball, and wrestling. Schedules, showing usage, were posted at each site. Auditors reminded school administration that all schedules of shared facilities should also be placed in the Title IX file. There was also written evidence of guidelines indicating priority usage of facilities for teams in-season and monitored with administrative oversight.</p> <p>(see recommendation 6.b.)</p>
Travel and Per Diem Allowances	X		<p>There was written evidence of a travel and per diem guideline that indicated the specifics for school bus and/or charter bus transport and specifics relative to meal allowance and hotel / overnight stay. A review of overall spending in this category shows that approximately \$104.00 was spent per female athlete and \$97.00 was spent per male athlete.</p>
Coaching	X		<p>There was viewed evidence of a school board approved salary schedule which showed overall equivalence in the base salary provided and comparability in the number of coaching positions for the like sports. The approximate athlete to coach ratio, with regard to accessibility, is 10:1 for both males and females. According to received information, approximately 55% of head coaches for male and female sports teams are located on-campus. Interviews with administration indicated that head coach evaluations are conducted by the Associate Principal and Athletic Director. There was evidence of a written evaluation form; however, interviews with administration indicate that it is currently not being used.</p>
Locker Rooms, Practice and Competitive Facilities		X	<p>There was viewed evidence of locker room assignment for all sponsored teams. Viewed locker rooms appeared to be equitable and with similar amenities. There was viewed evidence of storage for all teams however a</p>

		<p>listing of storage assignment was not included in the Title IX file. All viewed practice and competitive facilities appear to be in good condition and well maintained. The golf teams practice and compete at the Picadome Golf Course, the swim teams at the YMCA and Transylvania, the bowling teams at Southland Lanes, and the cross country teams practice on campus but may host meets at Masterson Station Park. Since the previous audit a new stadium has been built that provides a practice and competitive area for boys / girls soccer and football, locker rooms for boys and girls soccer, and a training room space accessible to all teams. In the previous audits of 2000 and 2009, specific reference was made to needed improvements and the lack of a softball locker room at the field site. There was improvement relative to the addition of a softball outdoor hitting facility at the site; however, there was no documented evidence that indicated board approved plans or permission for the addition of a softball locker room at the field site. This factor, in addition to the difference in the amenities provided between the baseball scoreboard and the softball scoreboard, and the decking area that surrounds the baseball press box area, the separation of space and floor level between the concession and press box / media area, and the existence of a baseball locker room that is attached directly to the dugout appears to create a continued disparity between the facilities of baseball and softball.</p> <p>(see recommendation 6.)</p>
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<p>Medical and Training Facilities and Services</p>	<p>X</p>		<p>There was viewed evidence of one (1) weight room located next to the locker room area in the gymnasium. A schedule showing usage was posted at the site, however, was not in the Title IX file. The viewed weight room contained mostly bench press and heavy free weights (more than 5 lbs.) type of equipment. An interview with the girls basketball coach indicated that the available equipment was appropriate for her team. Interviews with administration indicated that lighter weights, heavy balls, and stretch bands were also available, but these were not viewed in the weight room area. Athletic training services are available on a daily basis and at all home events through a contract with the University of Kentucky. There is a training room located off the gymnasium, accessible to all athletes. The opportunity for yearly athletic physicals is made available to all students, at a reduced rate. There was written evidence of emergency action plans for all facility sites.</p> <p>(see recommendation 6.c.)</p>
<p>Publicity</p>	<p>X</p>		<p>There was written evidence of an awards guideline that provided the specifics for banners, display of trophies, monograms (letters), Five-Star General awards, and Player of the Year awards. Interviews with administration and students also indicated 'Recognition Assemblies' that take place each fall and spring for all teams and athletes. Interviews with students and coaches indicated end-of-season banquet recognition for teams. Interviews with administration stated that there is one cheerleading squad that provides support for football, boys and girls basketball. They cheer at all home games and in-town away games. The band performs at home football games and post-season contests for girls and boys basketball. There is a also a dance team that may perform, but it appears, not on a consistent basis. An overall review of spending in this category shows that approximately \$42.00 was spent per female</p>

			athlete and \$44.00 was spent per male athlete.  (see recommendation 6.d.)
Support Services	X		Interviews with administration indicated that there are team booster clubs, with outside accounts, for all teams except bowling and fishing. There was written evidence of signed booster agreements in the Title IX file. The booster agreements state that all fundraising activities must have prior Principal/Administrative approval. A two-year overall review of the expenditures shows that Lafayette High School has met the parameters, with regard to spending, both on a percentage and per athlete basis.  (see recommendation 6.e.)
Athletic Scholarships			N/A
Tutoring			N/A
Housing and Dining Facilities and Services			N/A
Recruitment of Student Athletes			N/A

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

- Increase female participants
- Addition of softball locker room as 3-phase project with 2016 as projected

completion date

- Written guideline for end-of-season awards and banquets
- Emphasis on female coaches for female teams



6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

**Locker Room, Practice, and Competitive Facilities** – Although some improvements have been made to the softball facility, it appears that the lack of a softball locker room, as mentioned in the 2000 and 2009 audits renders this area deficient. This is compounded by the difference in viewed amenities that exist between the baseball and softball facilities; scoreboard detail, separate press box area from concession area, and a decking area built around the baseball press box. (see 7. below)

**Although the following are not deficiencies, they are recommendations that need to be addressed to ensure overall equivalence:**

- a. Please submit to the KHSAA, **no later than April 27, 2015**, a uniform review and/or replacement plan that would show a complete four (4) year rotation cycle for all applicable teams.
- b. Upon receipt of this report, all viewed, posted schedules for the shared facilities of the gymnasium, stadium, weight room, and green building (indoor facility) should be included and made part of the Title IX file.
- c. Upon receipt of this report, the Gender Equity Committee should assess and inventory the available equipment in the weight room for appropriateness of use and benefit to the student athletes.
- d. Please submit to the KHSAA, **no later than April 27, 2015**, an expanded awards guideline that includes the provision and parameters for end-of-season banquet recognition for all teams and the provision of administrative oversight relative to the support groups of cheerleading, dance team, and band.
- e. Upon receipt of this report, the Gender Equity Committee should consider the development of a provision for administrative oversight relative to prior approval of expenditures made by booster clubs.

7. KHSAA Recommended Action in relation to new deficiencies

- a. Please submit to the KHSAA, **no later than April 27, 2015**, a projected plan of development relative to the addition of a locker room at the softball field area. This plan should include, but not be limited to, a timeline with drawings and documentation as submitted and approved by the local school board.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Bryson Perry 859-381-3474

District Level Title IX Coordinator: Donnie Adkins

Name	Title	Telephone
David Scholl	Assistant Principal	859-381-3474
Dallas Kingsolver	Assistant Athletic Director	859-381-3474
Michael Kinney	Athletic Director	859-381-3474
Bryson Perry	Coach/School Coordinator	859-381-3474 ext.1341
Chris Langston	Coach	859-381-3474 ext.2244
Allison Denton	Coach	859-381-3474
Carter Fifield	Student Athlete	859-381-3474
Annaliese McFarlane	Student Athlete	859-381-3474
Gary Lawson	KHSAA Auditor	859-299-5472
Kathy Johnston	KHSAA Auditor	859-494-2509 kjohnston@khsaa.org

9. Comments

The administration and staff at Lafayette was very well prepared for the visit. The permanent Title IX file was very well organized and complete. Auditors reminded administration to include sign-in sheets for those in attendance to Gender Equity Committee Meetings.

Interviews with student-athletes and coaches were very positive. School administration and committee members appear to be very committed to ensuring the overall equivalence with regard to the Opportunities and Benefits provided to the students of Lafayette High School.

The public forum, scheduled for 3:00 pm was held in a conference room area on the third floor at Lafayette. With no one in attendance, the audit team left the school at approximately 3:20 pm.