



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

(For schools re-visited during the 2015-2016 school year)

School: Lewis County
 Prepared By: Gary W. Lawson
 Date of Re-Visit: November 4, 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: The rosters and data submitted by the school in the annual Title IX reports give strong indication that the standard established by Test 1 for the provision of athletic opportunities has not been met during any of the past three school years. The T-1 form in the 2014-15 annual Title IX report shows that females made up 39.4% of the school's athletic participants, and they were 47.8% of the enrollment.

- 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: The rosters and information submitted in the Title IX reports indicate that the school has not met the standard established by Test 2 for provision of athletic opportunities during any of the past three school years. The T-2 form in the 2014-15 annual Title IX report shows that no teams at any level for either gender have been added during the past five 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: The responses and documentation of follow-up information submitted on the T-3 forms give strong indication that the standard established by Test 3 for provision of athletic opportunities is currently being met. The responses on the T-3 form seem to be supported by the information in the most recent student athletic interest survey. It must be noted that the 2013-14 interest survey shows *zero* interest in all listed sports not currently offered at the school.

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

Comments: The T-63 form in the 2013-14 annual Title IX report shows that an 84.7% completion 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>This area was rated <i>Satisfactory</i> by both the March 8, 2001 and the October 21, 2008 Title IX school visit reports. It appeared at the time of both Title IX visits that the school was meeting the standard established by Test 3 for the provision of athletic opportunities. Annual reports submitted to KHSAA for the past three years give strong indication that the standard of Test 3 continues to be met. The T-63 form from the most recent student athletic interest survey indicates that current athletic interests are being accommodated. It should be noted that the T-63 form for the 2013-14 interest survey shows "0" interest in sports not currently offered at the school. (See detailed explanations for each of the three opportunities tests on page 2 of this report.) During the most recent visit, the school's Title IX file was reviewed. It was found to contain the two previous Title IX school visit reports, annual Title IX reports for the past five years, an extra service pay schedules for coaches, a listing of the current members of the Gender Equity Review Committee, current game schedules for all school-sponsored varsity teams, a facility usage schedule for the weight training room, written regulations for the posting of athletic banners and the provision of athletic awards and postseason banquets. The file also contained a written assignment of locker room and athletic equipment storage space for each team, minutes for all Gender Equity Review Committee meetings held during the past three years, a written plan for the review and/or replacement of uniforms (see <i>Equipment and Supplies</i>), guidelines for equitable provision of per diem (see <i>Travel and Per Diem Allowances</i>), and a copy of the school's Athletic Facility Emergency Medical Plan (KRS 160.445). School officials were highly commended for the development and maintenance of a comprehensive and well organized Title IX file.</p>

Equipment and Supplies	X		<p>The two earlier Title IX school visit reports rated this benefit category <i>Satisfactory</i>. The 2001 report requested that the school develop and implement an equitable plan for the review and/or replacement of uniforms. The 2008 report documented that a uniform plan based on a four-year cycle of rotation was in place. The most recent visit revealed that there is still a plan in place for a four-year cycle of replacing all uniforms except those for boys and girls golf and boys and girls tennis which are replaced annually. UPON RECEIPT OF THIS REPORT, THE SCHOOL IS REQUESTED TO EXPAND THIS PLAN TO SHOW A FULL CYCLE OF REPLACEMENT FOR ALL TEAMS. All uniforms and equipment reviewed during the most recent visit were of mid-high quality and appeared to be supplied in equitable quantities. The data submitted in the 2013-14 and 2014-15 annual Title IX reports show that the school was spending approximately \$121 per female athlete and \$119 per male athlete for equipment and supplies.</p>
Scheduling of Games and Practice Time	X		<p>The 2001 and 2008 Title IX school visit reports rated this benefit category <i>Satisfactory</i>. Information gathered during the most recent visit indicated that the number of competitive events scheduled for teams of “like” sports was comparable. There was an equitable usage schedule for the weight training facility which is the only venue shared by both genders at this time. The scheduling of athletic events during the most optimal playing times was discussed with school officials who were encouraged to continue to strive for equity in this endeavor.</p>
Travel and Per Diem Allowances	X		<p>The 2001 Title IX school visit did not assign a rating to this benefit category. The 2008 report rated this category <i>Satisfactory</i> but did request that the school develop equitable guidelines for providing per diem for student athletes. This report also noted that the travel expenditures on the T-35 and T-36 forms were incomplete. The expenditures for travel and per diem submitted on the T-35 forms for the past two years seem to be complete. The Title IX file</p>

Travel and Per Diem Allowances continued			<p>contained very comprehensive guidelines for the provision of equitable per diem (meals and lodging) for student athletes. These guidelines did not address mode of transportation. UPON RECEIPT OF THIS REPORT, THESE GUIDELINES ARE TO BE EXPANDED TO INCLUDE THE EQUITABLE PROVISION OF THE MODE OF TRANSPORTATION. According to information submitted in the 2013-14 and 2014-15 annual Title IX reports, the school was spending approximately \$34 per female athlete and \$27 per male athlete for travel and per diem.</p>
Coaching	X		<p>The 2001 Title IX school visit report did not rate this benefit category. The 2008 report designated the category <i>Satisfactory</i>. The school's principal is responsible for evaluating all head coaches. A written instrument is not currently being used as a part of this process. A review of the district's extra service pay schedule showed parity. The data submitted on the T-35 form in the 2014-15 annual Title IX report shows that the total amounts spent for coaching salaries for teams of "like" sports were comparable. Information provided during the most recent visit revealed that 67% (4/6) of the head coaches of girl's teams and 83% (5/6) of the head coaches of boys teams are employed on the school campus. Data in the 2014-15 annual Title IX report shows that the coaching ratio for female teams was one coach per 10 participants while the ratio for male teams was one coach per 12.5 participants.</p>
Locker Room, Practice and Competitive Facilities		X	<p>The 2001 Title IX school visit resulted in a <i>Deficient</i> rating in this benefit category based on the fact that the girl's locker rooms were of lesser quality than those provided for the boys, and the softball facility was inferior when compared to other outdoor athletic venues. The 2008 report deemed this category <i>Satisfactory</i> documenting the construction of a new softball complex which provided amenities superior to those at the baseball field. A new girl's locker room had also been built which was a significant improvement over the dressing room available in 2001. During the most recent Title IX school visit, it was noted</p>

Locker Room, Practice and Competitive Facilities continued			<p>that the girls' basketball and volleyball teams continue to use the high school gym for all practices and games as they did in 2008. The boys' basketball team uses the middle school gym which is located adjacent to the high school. The middle school gym is newer and has a larger seating capacity, but the boy's team must wait until at least 5:30 pm each day to practice after the middle school is finished. Interviews with a female basketball player and the head coach of the girls' basketball team gave strong indication that this arrangement for practice and games was very satisfactory to them. The locker rooms for boys' basketball and girls basketball are comparable. All teams at the school are assigned dressing room space and equipment storage space that are equitable. All the competitive venues appear to be equivalent except for those for baseball and softball. As previously documented, the softball field was upgraded and renovated between the 2001 and 2008 visits. At the time of the 2008 visit, the softball amenities were rated superior to those provided for baseball. In 2010, a new baseball field was constructed which now provides amenities superior to those available to softball. The most apparent differences are the press box at the baseball field which is much larger and more impressive than the one at the softball field. A very nice office space is provided for baseball while there is none for softball. The baseball field has a large area of covered chair back seating and the softball field has bench seating with no covering. The scoreboard at the baseball field is superior to the one for softball. These significant disparities at the two competitive facilities results in this category being deficient. (See <i>KHSAA Recommended Action.</i>)</p>
Medical and Training Facilities and Services	X		<p>The 2001 Title IX school visit report designated this category <i>Deficient</i> stating there was no usage schedule for the weight training room in either the Title IX file or posted at the facility. The 2008 report rated this category <i>Satisfactory</i> documenting that a new weight training room had been constructed that contained female-friendly equipment and that an equitable usage schedule was posted at the</p>

<p>Medical and Training Facilities and Services continued</p>			<p>venue. The most recent school visit revealed that the school continues to provide a large and very well equipped fitness center. This facility has numerous training options that are very appropriate for female athletes. There was an equitable usage schedule for the weight room in the Title IX file and posted at the facility. Interviews with student athletes and coaches indicated there was limited use of the facility by school sponsored teams after school hours. An athletic trainer provides services on selected afternoons on an equitable basis through a contract with the South Ohio Medical Center. On a designated day each spring, physicians from the South Ohio Medical Center offer free athletic physical examinations at the school.</p>
<p>Publicity</p>	<p>X</p>		<p>The 2001 Title IX school visit report deemed this benefit category <i>Deficient</i> because the cheerleaders did not provide support for any girls' sports. The 2008 report rated this category <i>Satisfactory</i> and stated that the evidence indicated that cheerleaders performed at all home football and boys and girls basketball games. The most recent school visit revealed that the school has one varsity cheerleading squad that cheers at all home football and all home boys' and girls' basketball games. The pep band also performs at all home football and all home boys' and girls' basketball games. A local radio station broadcasts all home and away football games. The station also covers selected home boys' and girls' basketball if sponsorship can be sold. The Title IX file contained equitable regulations for posting athletic banners and providing athletic awards and postseason banquets. According to information submitted in the 2013-14 and 2014-15 annual Title IX reports, the school was spending approximately \$13 per female and \$10 per male athlete for awards.</p>
<p>Support Services</p>	<p>X</p>		<p>Both the previous Title IX school visit reports rendered this benefit category <i>Satisfactory</i>. The 2008 report did request that school officials closely monitor athletic spending for</p>

Support Services continued			the provision of parity. The school currently has no active athletic booster clubs. The purchase order process must be followed whenever athletic equipment and supplies are bought. The Internal Analysis Summary for the 2013-14 annual Title IX report shows that 43% of the expenditures were for female athletes who made up 39% of the participants and 57% of the expenditures were for male athletes who made up 61% of the participants. The Internal Audit Summary for 2014-15 annual Title IX report shows that the school was spending approximately \$434 per female athlete and \$356 per male athlete for total support. These summaries give strong indication that athletic spending over the past two years has favored female athletes.
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

The school's most recent T-60 forms call for the following:

- working with local radio station to broadcast girls basketball games;
- investigating of the interest in forming a bowling team;
- constructing an addition to the home team softball dugout;
- investigating the interest in forming an archery team;
- scheduling equitable practice times for boys and girls basketball.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

One deficiency in relation to the amenities provided at the softball field was designated in the body of this report in the category of *Locker Rooms, Practice and Competitive Facilities*. (See KHSAA Recommended Action in relation to new deficiencies.)

7. KHSAA Recommended Action in relation to new deficiencies

Locker Rooms, Practice and Competitive Facilities—On or before February 3, 2016, the school is to submit to KHSAA a written plan for upgrading amenities at the softball field which would make that facility provide *equivalence* when compared to the baseball field. This plan should include reasonable completion dates for all designated projects. This plan is also to be a part of the school's Title IX Improvement Plan (T-60) submitted in the annual Title IX report and should remain a part of future improvement plans until all projects are completed.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies were designated as a result of the October 21, 2008 Title IX school visit.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Joe Hampton, 79 Lions Lane, Vanceburg, KY 41179
(606) 796-2823

District Level Title IX Coordinator: Michael Edington, 79 Lions Lane, Vanceburg, KY 41179
(606) 796-2823

Name	Title	Telephone
Gary W. Lawson	KHSAA	(502) 545-3393
Brady Thomas	Student Athlete	(606) 796-2823
Erica Frye	Student Athlete	(606) 796-2823
Jay Fit	Girls Basketball Coach	(606) 796-2823
David Stafford	Girls Softball Coach	(606) 796-2823
Joe Hampton	Athletic Director/Title IX Coord	(606) 796-2823
Michael Edington	Title IX Coordinator	(606) 796-2823
Gary Kidwell	Drivers Ed/Former A. D.	(606) 796-2823
Jack Lykins	Principal	(606) 796-2823
Kristen Frye	Parent	(606) 541-0153
Josh Hughes	Coach/ Asst. Athletic Director	(606) 541-0852

10. Comments

No one from the community attended the Public Comments session. School officials were complimented for their thorough preparation for the school visit. The meeting was adjourned at 3:20 pm EST.