



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

(For schools re-visited during the 2004-2005 school year)

School: **Lincoln County High School**
Reviewed By: **Fran Edwards**
Date of Re-Visit: **November 18, 2004**
Telephone Number of Reviewer: **(859) 299-5472**

1. Completed Required Forms

- Verification of Forms (Form GE-50) Yes No
- Participation Opportunities Summary Chart (Form T-70) Yes No
- Benefits Summary Charts (Forms T-71 & T-72) Yes No
- Benefits Publicity (Form T-73) Yes No
- Corrective Action Plan Summary Charts (Form T-74) 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

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

Comments:

History and Continuing Practice of Program Expansion appears to be an area of compliance for Lincoln County High School. Based on information submitted to KHSAA offices for the school year of 2003-2004, the percent of total participation by gender added in the past five years was 25% for female athletes. This figure, 25%, is indicative of increasing opportunities for female participants.

- 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:

Full and Effective Accommodation of Interests and Abilities also appears to be an area of compliance. For a female student population of approximately 570, basketball, cross country, golf, soccer, softball, tennis, track and volleyball are offered. School personnel are advised that if future surveys of student interest suggest other sports may be potentially viable, it would be appropriate to meet with prospective students to ascertain their commitment. Documentation of such meetings should be maintained in the Title IX permanent file. Also, consideration should be given to available facilities and access to competitors within the region before initiating additional sports.

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

Comments:

Students at Lincoln County High School were surveyed regarding their interests in athletics during the 2003-2004 school year. The results indicate that the current offerings are appropriate.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		The Accommodation of Interests and Abilities is rated as satisfactory. A total of eight varsity, four junior varsity, and two freshman teams are available for female athletes.
Equipment and Supplies	X		The quality and quantity of equipment and uniforms is comparable for both male and female teams. A written schedule for the purchase of replacement uniforms, based on a four-year rotation, is maintained in the Title IX file.
Scheduling of Games and Practice Time	X		The boys' soccer team and the girls' soccer team share the field for their practices. Additionally, the teams also occasionally have use of the soccer field located at the middle school. A written early/late schedule, rotated on a weekly basis, is posted for use of the gymnasium floor by the basketball teams. The teams are assigned to the weight room during practices when not using the gymnasium. For the 2004-2005 basketball season, both teams play 50% of their home games during prime time. It is suggested that school personnel ensure that all future schedules for the girls' basketball team reflect at least 40% of their home games during prime time.

Travel and Per Diem Allowances	X		It is suggested by the KHSAA Audit Team that the Gender Equity Review Committee consider developing a policy to cover meal allotments for athletic teams.
Coaching	X		An explanation of pay scales for the various coaching positions is kept in the Title IX file. Pay is comparable for both male and female sports. School personnel are encouraged to develop strategies to ensure that adult females actively seek coaching slots as they become open. During the KHSAA Audit Team's visit, it was stated that consideration be given to increasing pay levels for coaches of non-revenue sports. Although it is not an equity issue, it may be insightful to compare Lincoln County's pay scale with the pay scales in surrounding school systems.

<p>Locker Rooms, Practice and Competitive Facilities</p>	<p>X</p>	<p>Overall, the locker rooms and competitive facilities are well maintained and comparable for male teams and female teams. All facilities are located on campus. The gymnasium, built in 1978, is attractively painted and new bleachers were installed on the lower level approximately two years ago. It is suggested that the Gender Equity Review Committee develop a written policy for the display of banners and pictures in the gymnasium. The locker rooms for male athletic teams and female athletic teams are similar in size and appointments. The boys 'and girls' teams share one soccer field. During the tour of the facility, it was noted that improving the playing surface of the soccer field should be a priority. Although not an equity issue, the installation of lights at the field would serve as an enhancement. A six-lane track surrounds the football field. The field house adjacent to the football field has a concession stand, restrooms, football locker room and weight room. The restrooms are open for players and attendees for football, track, baseball and soccer. Near the field house is a large storage building and in the future it is hoped that this area can be used as an indoor hitting facility for the baseball and softball teams. Four lighted tennis courts are available for the tennis teams; the courts were resurfaced this past fall. The baseball facility is in excellent condition and includes a well-maintained field, concrete dugouts, press box and concession stand. Improvements to the softball facility were completed prior to the 2004 season. The facility now has lights, concrete dugouts and a concrete building that houses a concession stand, press box and restrooms. It was stated by school personnel that previous concerns with the drainage for the field have been remedied through the addition of a drainage ditch and new materials for the playing surface.</p>
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Medical and Training Facilities and Services	X	<p>A certified trainer, who is a member of the teaching staff of Lincoln County, is available after school for all athletes. He attends all home football, basketball and volleyball games. The school maintains three weight rooms for athletes; two in the gymnasium and one in the field house. The Athletic Directors are responsible for scheduling use of these facilities. It appears that the weight rooms are fairly well equipped for all athletes. However, it is the suggestion of the KHSAA Audit Team that a weight bar of approximately 20-25 pounds be purchased for use by female athletes.</p>
Publicity	X	<p>Seasonal programs for fall, winter and spring are printed. Also, individual schedule cards are available.</p>

Support Services	X		<p>There is one cheerleading squad that performs at all football games, all home basketball games and an equal number of boys' and girls' away games. The pep band and dance team are also equitably assigned to male and female teams. Although the observations during the KHSAA Audit Team's visit suggest that parity exists in terms of opportunities and benefits, it is recommended that school personnel review expenditures for athletics to ensure that the information included in reports is accurate. As presented in the Title IX Revisit Report forms submitted fall, 2004, the amount of money expended for football equals nearly a third of funds spent on all other sports at Lincoln County. Proportionally, the money spent on football is rather high as compared to the amount expended on the total athletic program. If the reported sums are accurate, and reflect a pattern of spending over time, school personnel are encouraged to more closely examine the allocation of funds. There are several booster groups supporting athletics at Lincoln County High School. Signed agreements with each group and policies governing their activities are on file with other Title IX documents. All fund-raising activities and expenditures exceeding \$3,000 must receive the approval of the principal and the school board. For amounts less than \$3,000, the Athletic Directors must grant approval and the consent of the principal is sought if warranted. Based on comments made during the Re-Visit, it appears there is appropriate administrative oversight of booster groups' activities.</p>
Athletic Scholarships	N/A		
Tutoring	X		<p>A tutoring program is available for student athletes.</p>
Housing and Dining Facilities and Services	N/A		

Recruitment of Student Athletes	N/A		
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5. Brief Summary/Analysis of the Corrective Action Plan (Form T-60)

The Corrective Action Plan submitted with the Title IX Re-Visit Report included items for the past five years. The plan was extensive, thorough and covered a broad range of activities. Numerous items related to facility improvements, including upgrades for the softball and soccer fields. Another often mentioned topic was the design and implementation of policies and procedures governing booster club activities. Other items included the development of seasonal media guides, prime time play and reviewing coaching supplements.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

None

7. KHSAA Recommended Action in relation to new deficiencies:

None

8. KHSAA Recommended Action in relation to re-occurring deficiencies:

None

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Julie Lair

District Level Title IX Coordinator: Theresa Wallace

Name	Title	Telephone
Steve Ralston	Athletic Director	(606) 365-0887
Jim Kelley	School Board Member	(606) 346-4493
Jenny Jones	Student GERC Member	(606) 365-8424
Julie Lair	Athletic Director	(606) 749-2201
Darrel B. Story	Counselor	(606) 365-9111
Jackie Pence	Teacher/Coach	(606) 365-9275
Ty Howard	Principal	(606) 365-9111
Bob Rankin	Parent	(606) 365-7174
Reba Woodall	KHSAA Audit Team	(859) 299-5472
Fran Edwards	KHSAA Audit Team	(859) 299-5472

10. Comments

Since the initial audit conducted in February, 2001, there appears to be a much greater commitment to implementing the intent and spirit of Title IX as it applies to the athletic program at Lincoln County High School. This conclusion is based on several factors. First, reports submitted to KHSAA offices have recently been well presented and complete. Other documents, including the Title IX permanent file, are organized and reflective of thoughtfulness and thoroughness. Also, policies, procedures and supplemental information are properly maintained. Second, discussion during this Re-Visit suggests that the Gender Equity Review Committee is actively involved in promoting opportunities and benefits that are designed to continually improve the athletic program. Third, it is apparent that the leadership provided both at the school level and the district office level has encouraged the staff, students and community members to regard Title IX implementation as a worthy endeavor that will result in gender equity for Lincoln County students.

During the interview segment of the Re-Visit, the responses of the coaches, students and Athletic Directors indicate that significant progress has been attained in the past few years. It was noted that improvements to the softball facility were a major accomplishment and that upgrades for the soccer field are now a priority. The student-athletes suggested that the large storage building adjacent to the field house should be renovated to house an indoor hitting facility for baseball and softball. Additionally, it was their opinion that more parents should be involved in supporting the athletic program.

A public forum was held at 5:00 pm and attended by approximately twelve people. A brief review of Title IX activities monitored by KHSAA during the past five years was followed by a question/answer session with community members. The focus of the discussion was on ascertaining equality in providing benefits for the various athletic teams. Also, the role of booster groups in supporting the program was considered. It is the recommendation of the KHSAA Audit Team that school personnel and the Gender Equity Review Committee define strategies designed to encourage active involvement by all booster groups that will result in comparable support for all teams. The meeting adjourned at 5:45 pm.