



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

(For schools re-visited during the 2007-2008 school year)

School: **Lincoln County High School**
 Prepared By: **Gordon D. Bocock**
 Date of Re-Visit: **November 14, 2007**
 Telephone Number of Reviewer: **(859) 299-5472**
 Reviewed By: **Larry G. Boucher**

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

	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: In the past five years Lincoln County High School has been in compliance on the T-1 Test in 2004-2005 and 2005-2006. In 2006-2007 the difference in the percentage of participation and percentage of enrollment was 4% just over the 3% required for compliance.

- 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: Lincoln County High School has been in compliance three of the past five years when it comes to the T-2 Test. In 2003-2004, 2004-2005 and 2005-2006 the school was above the 25% required to be in compliance. In 2006-2007 the school was not in compliance in regard to the T-2 Test.

- 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 responses on the Student Interest Surveys and the sports and levels that are offered at Lincoln County High School it appears that the school is in compliance in regard to the T-3 Test.

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

Comments: During the 2005-2006 Student Interest Survey 1166 surveys were handed out to students in grades 8 – 11. Over 95% of the surveys were returned, and the surveys indicate that the needs and interest of the students at Lincoln County High School are being met. The Gender Equity Committee is reminded that 2007-2008 is the year that the students are to complete another survey. When the results of the survey are completed the Gender Equity Committee needs to address the interest in any new possible sports offerings by checking to see if this interest is real and genuine.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		At the present time Lincoln County High School offers a total of 8 varsity, 4 junior varsity and 2 freshman teams. The school is in compliance in meeting the accommodation of interest and abilities of the student body.
Equipment and Supplies	X		It appears that all the sports have the equipment they need and that it is of good quality and in good condition. Samples of all the uniforms were available and they are all of high quality and a Uniform Rotation Plan is in place. In the student and coaches interviews it is obvious that the uniforms are replaced on a certain schedule and this assures that the Lincoln County athletes will always look sharp in all sports. Uniforms are replaced every 4 years and the boys and girls have equality.
Scheduling of Games and Practice Time	X		The practice times for boys and girls soccer are rotated and the system appears to be working. A written practice schedule for the basketball teams shows that the two sports are sharing the gymnasium equally. The Prime Time issues show that the Girls are indeed getting 40% of there home games during Prime Dates. The Gender Equity Committee is reminded that every year they must check in advance to assure that the schedules have the Prime Date issues in line.
Travel and Per Diem Allowances	X		It appears that the school is in compliance in this area, but if there is an area of concern it is in this area of meal allocations. With that in mind the Gender Equity Committee is to put together a Travel and Per-Diem Policy that would cover all the aspects of Travel. A copy of this new policy is to be sent to the KHSAA by February 15, 2008 with a copy placed in the School's Title IX File.
Coaching Coaching Cont'd	X		An area where Lincoln County has made great improvements. Coach's salaries are now comparable with others schools in the area and it shows in the progress of the athletic teams throughout the total sports programs. The number of coaches in like sport is equal and the number of women coaches involved with each of the girls' sports is very good. School is commended for excellent improvements in this

			area.
Locker Rooms, Practice and Competitive Facilities	X		<p>Many improvements have been made to the facilities since the last audit. The soccer field has gone through a face lift with many improvements to the playing surface. A cross-country course has been developed on campus. Plans are in place for a complete renovation of the track and field facilities. A new softball complex is now in place. A storage building has been turned into a much needed baseball/softball indoor facility that is shared equally. Locker rooms are excellent for football and boys and girls basketball. The Physical Education dressing rooms are used by several sports, not near as nice as those mentioned above, but equal for the like sports. The one dressing room situation that may need some attention is the Girls Softball team that is currently dressing in a small room behind the press box at the softball complex. It is not an area that was designed for a dressing room. Storage areas are numerous and it appears that all sports are treated equal in this area.</p>
Medical and Training Facilities and Services	X		<p>Physical Examinations are required and offered equally to all athletes at appropriate times. A trainer is not longer available on campus everyday but one does come in from the University of Kentucky once a week and is available for all athletes in all sports. The school has three different weight rooms that all are at use. #1 is located on the upper concourse of the gymnasium and includes universal equipment and is used by the physical education classes. #2 is located across the hall from the boys and girls basketball dressing rooms and it has been renovated to have weights that are female friendly and very conducive for their physical development. #3 is a Football Domain, it does have some weights that females can use but the atmosphere is very much male oriented. All three dressing rooms could use mirrors, charts and pictures that would represent both males and females in various stages of physical development. This would give each area the appearance of a Fitness Center instead of a Male or Football Domain. It is recommended that a weight room schedule be</p>

Medical and Training and Facilities Services Cont'd			developed for all sports in all three weight rooms and that a schedule is posted and provided to all coaches. At the present time the Athletic Director assigns the use of these rooms upon a request of the coach.
Publicity	X		From the various interviews it is obvious that the school is doing everything possible to promote the various athletic teams and accomplishments. Schedule cards are provided and all sports receive recognition on the public address system. The Gender Equity Committee should review each Awards and Banner Policy to establish how outstanding teams and outstanding individuals will be recognized. If a Hall of Fame is planned, the criteria for this should be developed and placed in this area.
Support Services	X		One cheerleading squad performs at all football games and all home boys and girls basketball games. Dance Teams and Pep bands perform at an equal number of boys and girls contests. The Gender Equity Committee is reminded that a never ending process of observing budges needs to take place. Booster control is a must to assure that all teams and individuals are treated equally. A review of all expenses should take place each year by the committee.
Athletic Scholarships			Does not apply at Lincoln County High School.
Tutoring			Does not apply at Lincoln County High School.
Housing and Dining Facilities and Services			Does not apply at Lincoln County High School.
Recruitment of Student Athletes			Does not apply at Lincoln County High School.

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

The Corrective Action Plans have been much better the past four years. Long range plans for the Athletic Department and the various athletic teams are now placed in print and when projects are complete the school gives itself credit the school should continue to show what your plans are for future improvements and set target dates for the completion.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs
No overall deficiencies for the Athletic Department at this time, however some policies need either developed or reviewed.
- **A written Travel and Per-Diem Policy needs to be developed by February 15, 2008 with copies provided to the KSAA and all coaches.**
 - **Awards and Banner Policy reviewed**
 - **Booster Club Agreements reviewed yearly**
 - **Budget allocations and expenses reviewed yearly**
 - **Gender Equity Committee needs to tour all dressing rooms yearly and make suggestions for improvements**
 - **Gender Equity Committee needs to tour all athletic facilities annually and make suggestions for improvements**
 - **Gender Equity Committee needs to tour all three weight rooms and make suggestions to assure that all are Fitness Centers instead of male domains.**

7. KHSAA Recommended Action in relation to new deficiencies
At the present time there are no deficiencies. If the issues mentioned above, and the policies either developed or adjusted Lincoln County High School, will have many positive things in place to help assure better things for the future and the student athletes.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

The Gender Equity Committee should continue to work together as a team to monitor all the aspects of Title IX.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Steve Ralston
 60 Education Way
 Stanford, Kentucky 40484
 606-365-9111

District Level Title IX Coordinator: Teresa Wallace
 P.O. Box 265
 Stanford, Kentucky 40484
 606-365-2124

Name	Title	Telephone
Teresa Wallace	Supt. And District Title IX Coordinator	606-365-2124
Eddie Wluth	School Board Member	606-365-8900
Julie Lair	Teacher/Coach	606-365-8272
Bob Rankin	Parent	859-516-3436
Judy Hall	Principal	606-365-9111
Steve Ralston	Athletic Director	606-365-9111
Marissa Crank	Student	606-365-9616
Jackie Pence	Girls Golf Coach	606-365-9275
Ty Howard	Secretary of Equity Committee	606-365-2124
Gary Lawson	KHSAA Audit Team	859-299-5472
Gordon Bocock	KHSAA Audit Team	859-299-5472

9. Comments: The KHSAA Audit Team would like to thank the Superintendent, Principal, Athletic Director and Gender Equity Committee for the warm welcome that we received. The current Administration is to be congratulated for the tremendous improvements made to the facilities improvements as well as the quality of coaches and the efforts to upgrade the coaches' salaries to a level that matches or surpasses the surrounding schools.

The time schedule was observed and everything went smoothly because the Athletic Director had things organized and in place. The uniforms were laid out and easy to observe and the schools Title IX file was well organized and easy to find the necessary documents. Mr. Ralston was very helpful and answered all questions as we toured the athletic facilities. The two students that we talked with were well informed with Gender Equity issues and have attended meetings and seen the various reports. The female coaches were very responsive and are well pleased with the progress that Title IX has made at Lincoln County High School. The Athletic Director, Principal and District Title IX Coordinator attended the interview period.

With the development of some policies and the revamping of others, things will be in place that will help make the control of Boosters easier and will give the Athletic Department a better direction in years to come.

10. Public Forum: Two adults showed up for the public meeting and seemed more concerned with the direction that Title IX was going to take in regard to Middle School Athletics. At 5:30 we had answered all of their questions and the meeting was closed.



Kentucky High School Athletic Association

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December 12, 2007

Mrs. Theresa Wallace, Superintendent
Lincoln County Public Schools
P. O. Box 265
Stanford, Kentucky 40484

Dear Mrs. Wallace:

The purpose of this letter is a follow up on the recent KHSAA Title IX Audit visit to Lincoln County High School on November 14, 2007.

KHSAA Lead Auditor Gary Lawson indicated to me that it was one of the more pleasurable and encouraging audits he has completed in recent years. He was delighted to find the progress and improvements in all of Lincoln County High School's gender equity advancements. These improvements and advancements are also reflected in the Title IX follow-up report submitted back to you from the KHSAA.

It is very satisfying for us in this office to enjoy the cooperative Title IX spirit exemplified by Lincoln County High School. In addition, thank you for the aggressive initiatives and leadership you have shown as your school system has achieved these many significant accomplishments.

Sincerely,

A handwritten signature in cursive script that reads "Larry Boucher".

Larry Boucher
Assistant Commissioner