



## TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2000-2001 school year)

School: **Lincoln County**

Reviewed By: **Fran Edwards**

Date Of Visit: **2-06-01**

Telephone Number of Reviewer **(859) 277-0746**

### 1. Completed Required Forms

GE-19 Yes  No

Survey Student Interest Form Yes  No

Summary Forms T-1 Thru T-41 Yes  No

Corrective Action Plan (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
C	Full and Effective Accommodation of Interest and Abilities

A.) If Substantial Proportionality is chosen; does it appear that the school has performed the calculation correctly?

Yes  No

(If No, include in comments section and analysis of what is incorrect in the calculation.)

Comment:
The school did not perform the calculation correctly. Form T-1, Accommodation of Interests and Abilities – Summary Program chart 1 is to be resubmitted. It is recommended that the participation lists be reviewed in an effort to gather accurate information.

B.) If History and Continuing Practice Of Program Expansion are chosen; does it appear that the school has performed the calculation correctly?

Yes  No

Comment:
The school did not include accurate information. Form T-2, Accommodation of Interests and Abilities – Summary Program Chart 2 is to be resubmitted.

C.) If Full and Effective Accommodation of Interest and Abilities is chosen, does it appear that the school provides opportunities in areas of students' interest?

Yes  No

Comment:
The school did not complete the charts accurately. Form T-3, Accommodation of Interests and Abilities – Summary Program Chart 3 and Form T-4, Accommodation of Interests and Abilities – Summary Program Chart 4 are to be resubmitted.

**3. Has the school properly surveyed its student body to accurately assess the interests and abilities of its students?**

Yes  No

Comment:
The students were surveyed. The second page of the survey (Form- T61, Interscholastic Athletics Student Survey) was not in the document and must be resubmitted.

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

<b>Benefit to Students</b>	<b>Satisfactory</b>	<b>Deficient</b>	<b>Comments</b>
<b>Accommodation of Interests and Abilities</b>			
<b>Equipment and Supplies</b>			Form T-6, Equipment and Supplies – Summary Program Comparison 1 was incomplete and must be resubmitted. Form T-7, Equipment and Supplies – Summary Program Comparison 2 was not included in the audit document and must be submitted. It appears that uniform quality and quantity are adequate. There is a written policy to purchase new uniforms on a four-year rotation.
<b>Scheduling of Games and Practice Time</b>	X		It appears that an effort has been made to schedule girls teams during prime time.
<b>Travel and Per Diem Allowances</b>			Form T-16, Travel and Per Diem Benefits Summary Program Comparison was incomplete and must be resubmitted.
<b>Coaching</b>	X		
<b>Locker Rooms, Practice and Competitive Facilities</b>			Form(s) T-26, Locker Rooms and Form(s) T-27, Practice and Competitive Facilities were not completed and must be submitted.
<b>Medical and Training Facilities and Services</b>	X		A trainer is contracted for thirty hours per week. Services are provided at all home events, away football games and some away basketball games.
<b>Publicity</b>	X		
<b>Support Services</b>			Form T- 35, Budgets – Program Comparison Chart 1 and Form T-36, Budgets – Program Comparison Chart 2 were not completed and must be submitted.
<b>Athletic Scholarships**</b>	N/A		
<b>Tutoring**</b>	N/A		
<b>Housing and Dining Facilities and Services **</b>	N/A		
<b>Recruitment of Student Athletes**</b>	N/A		

5. **Brief Summary/Analysis of The Corrective Action Plan (T-60)**

The Corrective Action Plan specified seven items, including: scheduling prime time games for female athletes, upgrading the softball facility, reviewing the locker room assignments, developing a schedule for use of the weight room and establishing goals for booster expenditures.

6. **Observed Deficiencies in Overall Girls and Boys Athletics Programs**

7. **Facility Recommendations or Concerns**

8. **KHSAA Recommended Action**

- Notify Office Of Civil Rights and Request Federal Investigation of Possible Violations
- Notify Equity Division and KBE of Potential Title IX Violations
- Suspension From the Association
- Prohibition From Post Season Play
- Probation For
- Fine In The Amount of \_\_\_\_\_
- None At This Time
- School shall submit the following additional information:

On or before **April 1, 2001**, the school is requested to submit (or resubmit) the following forms that are to be included in the 1999-2001 audit document.

Form T-1, Accommodation of Interests and Abilities – Summary Program Chart 1  
Form T-2, Accommodation of Interests and Abilities – Summary Program Chart 2  
Form T-3, Accommodation of Interests and Abilities – Summary Program Chart 3  
Form T-4, Accommodation of Interests and Abilities – Summary Program Chart 4  
Form T-61, Interscholastic Athletics Student Survey (page two)  
Form T-6, Equipment and Supplies – Summary Program Comparison 1  
Form T-7, Equipment and Supplies \_ Summary Program Comparison 2  
Form T-16, Travel and Per Diem Benefits  
Form(s) T-26, Locker rooms  
Form(s) T-27 Practice or Competitive Facility  
Form T-35, Budgets – Program Comparison Chart 1  
Form T-36, Budgets – Program Comparison Chart 2

**(Selection of Cheerleaders)** On or before **April 15, 2001**, the school is requested to provide information to the KHSAA concerning the manner in which cheerleaders are selected for boys' and girls' teams. If cheerleaders are selected in such a way as to result in arguably better (i.e. "A" team vs. "B" team) cheerleaders performing at boys' events, the school shall also submit a plan under which cheerleaders of equal ability shall perform at an equal number of boys' and girls' games in comparable sport (i.e., boys' varsity and girls' varsity basketball game).

**(Prime Time Contests/Girls' Basketball)** On or before **April 15, 2001**, the school is requested to provide information to the KHSAA concerning the number of "prime time" games scheduled (games to be played on Friday and/or Saturday nights) for its girls' varsity basketball team during the 2000/2001 season. To the extent that a fewer percentage of girls' games are played during prime times (when compared with the percentage of boys' games scheduled for prime times), the school shall advise the KHSAA of action it intends to take to immediately correct the difference.

## 9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

**High School Title IX Coordinator:** Tim Whitis

**District Level Title IX Coordinator:** Ann Upchurch

Name	Title	Telephone
Victor Black	Teacher/Equity Chairman	(606) 365-9111
Wesley M. Cornett	Principal	(606) 365-9111
Tim Whitis	Assistant Principal/ Athletics Director	(606) 365-9111
Fran Edwards	Audit Team Member	(859) 277-0746
Jackie Pence	Teacher/ Equity Committee	(606) 365-9111
Darrel Story	Counselor/ Equity Committee	(606) 365-9111
Ann Upchurch	Secondary Superintendent/ Equity Liaison	(606) 365-2124
Gary W. Lawson	Audit Team Member	(502) 875-3817

## 10. Comments

It is the opinion of the audit team that school personnel and community members should undertake a more focused approach to fully comply with the intent of Title IX. Specifically, members of the Gender Equity Review Committee and the school administration must increase their involvement in providing leadership to improve the athletics program at Lincoln County High School. It is suggested that the following steps be taken to insure that both opportunities and benefits are available for students.

First, it is critically important that the Gender Equity Review Committee carry out their responsibilities. Broadly, these responsibilities include completing the self-audit, developing a plan to correct identified needs and monitoring the Corrective Action Plan. The committee is expected to meet at least three times a year; only one meeting, November-18-99, was listed on the 1999-2000 audit document. The audit document must be completed in a thorough and accurate manner. Also, supplemental information that clarifies relevant school policies, procedures and practices should be included. The 1999-2000 documents were not meticulously prepared and numerous forms were either missing or incomplete. The Gender Equity Review Committee at Lincoln County must assume an active role in the planning, implementing and evaluating those changes, which are designed to strengthen the athletics program.

Second, the school administration must exercise greater leadership and oversight. The administration sets the tone and must propagate the view that gender equity is a priority. The school is deemed responsible for the programs and student athletes. In order to maintain successful and equitable experiences for all participants; it is imperative that the policies and procedures be put in place to over see the funding of benefits for the various teams.

Third, it is critical that channels of communication be established between the Gender Equity Review Committee, administration and community. All athletic programs need the support of parents and community members. It is apparent to the audit team that the above-mentioned parties must engage in honest and thoughtful discussion with the purpose of providing a more positive support network for the school. It is appropriate that the mindset of "I will only put forth effort for my child's team" is replaced with the idea "I will work on behalf of all athletic participants." Individual booster clubs that spend money without regard for the overall conduct of the athletic program are not acceptable. Discussion must be initiated immediately that will lead to policies and procedures that are developed to establish oversight by the administration as well as more fairly, financed athletics.

# Kentucky High School Athletic Association

## MEMORANDUM

To: Principal, Superintendent, Athletic Director

From: Louis Stout, Commissioner  
Brigid L. DeVries, Executive Assistant Commissioner

Date: February 26, 2001

Subject: KHSAA Title IX Final Audit Report  
2000-2001 School Year

Enclosed please find a copy of your school's Title IX KHSAA Audit Report for the 2000-2001 school year. Please pay particular attention, as you review the report, to the fact that the reviewer may have requested, by a certain date, additional information to properly assess your athletics program. In addition, fines and/or penalties may also be imposed.

At this time you are probably aware of the required Title IX Forms to be submitted by April 15, 2001. They include the following: GE19, T1, T2, T3, T4, T41, T60, T63. Most importantly the 2001 Corrective Action Plan (T-60) needs to be updated on an annual basis.

Should you have specific questions regarding the content of your 2000-2001 final report, please contact the person who reviewed your Audit Document.

Thank you for your work in this very important project.