



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

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

School: Madison Southern High School

Prepared By: Barbara Kok

Date of Re-Visit: December 10, 2016

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 data and information submitted, it appears that Madison Southern High School has not met the standard for Test 1 for the years 2013-2015 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 data and information submitted, it appears that Madison Southern High School has not met the standard for Test 2 for the years 2013-2015 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 data and information submitted, it appears that Madison Southern High School meets the standard for 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:

The information provided on the annual report shows Madison Southern surveyed students in grades 8-11 with a return rate of 87.3% and it appears they are meeting the standard for Test 3.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		The Title IX file viewed was well organized and contained all requested items. The Student Interest survey was administered February 20, 2014 with a return rate of 87.3%. Madison Southern is currently offering 16 sport levels for males and 13 sport levels for females
Equipment and Supplies	X		There was a written evidence of a uniform review and/or replacement policy in place that showed parity for all sports. Uniforms viewed were of high quality and comparable for like sports. All other equipment viewed appeared to be equivalent in quality and quantity. A two-year average for expenditures shows approximately \$68 spent per male athlete and \$54 spent per female athlete.
Scheduling of Games and Practice Time	X		Equitable, written plans were presented regarding the scheduling of games and practices times. There was written evidence that appeared to demonstrate equitable access to shared facilities. Shared facilities at Madison Southern include the gymnasium, practice soccer field, and hitting facility (indoor and outdoor).
Travel and Per Diem Allowances	X		<p>The written travel and per diem policy reviewed appeared to provide equitable guidelines regarding mode of transportation but did not include information for per diem (meals and housing). Overnight trips must have prior approval from the Athletic Director providing for administrative oversight.</p> <p><u>See KHSAA recommendation.</u></p> <p>A two-year average of expenditures shows approximately \$50 spent per female athlete and \$84 spent per male athlete with the advantage to male athletes.</p>

Coaching	X	A school board approved salary schedule for athletics was present and showed parity and equivalence for all coaching positions. The current ratio of coach to athlete is 1:10 for both male and female athletes with 70% of head coaches on campus. A written instrument is used by the Athletic Director to evaluate head coaches. Head coaches are responsible for the evaluation of assistants.
Locker Room, Practice and Competitive Facilities	X	<p>There was written evidence of locker room assignments for all teams and it appears to be equitable for all. All teams had designated storage areas for equipment.</p> <p>All practice and competitive facilities on campus are well maintained and appear to be equitable in amenities.</p> <p>Off campus venues are:</p> <p>Golf-Battlefield golf course</p> <p>Bowling-Galaxy bowling lanes (Richmond)</p> <p>Swimming-Berea College Natatorium</p>
Medical and Training Facilities and Services	X	<p>Madison Southern has contracted the services of an athletic trainer through Drayer. The training room was well equipped and accessible to all athletes. The trainer's schedule was posted on the door. <u><i>It is recommended contact information be posted also.</i></u></p> <p>The school currently provides two weight training facilities located near the gymnasium and one in the field house. There was written evidence of a schedule allowing for all teams equitable use. Interviews with athletes and coaches indicated the use of both weight rooms is open to all teams. A new weight training and fitness facility is due to be completed in the spring.</p> <p>Emergency plans for all athletic venues were available for viewing and in the Title IX file.</p>
Publicity	X	Madison Southern has one cheerleading squad, a dance team and band. Assignments for performance at competitive events appear to be equitable and are coordinated with the athletic director and sponsors to ensure equity. The Title IX file contained guidelines for

			<p>individual athletic awards, post-season banquets, and Hall of Fame. <u><i>It is recommended the Gender Equity Committee develop written criteria for the banners, both team and individual, that is currently on display in the gymnasium.</i></u></p> <p>An accurate review of a two-year spending pattern for awards could not be determined as many teams reported "\$0" on the Annual report. Discussion with the athletic director and school administrators emphasized the importance of complete and accurate reporting in this area.</p>
Support Services	X		<p>There are fourteen Booster Clubs for sport teams at Madison Southern. All booster clubs have signed agreements in the Title IX file. The athletic director reviews and evaluates monthly bank statements of each booster club to ensure equity in expenditures. All fundraising activities must have prior approval from the administration.</p> <p>An athletic office located near the gymnasium is available for use by off campus coaches.</p> <p>The annual Title IX reports show expenditures per athlete approximately \$454 for male and \$370 for female. <u><i>It is recommended the administrators continue to provide oversight and monitor Booster Club expenditures to ensure equity.</i></u></p>
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)

Actual expenditures- Continue to increase spending for girls' sports by encouraging participation in overnight tournaments and summer camps

Increase female participation-encourage participation in bowling, bass fishing, and archery

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No deficiencies observed.

7. KHSAA Recommended Action in relation to new deficiencies

Although not observed as deficiencies, the following recommendations should be addressed

- On or before February 15, 2016, please submit to the KHSAA equitable written guidelines expanding the Travel policy that contain mode of transportation (school bus, vans, charters) and parameters for Per Diem (meals and housing). Meals pricing maybe per meal or total cost per day and housing parameters should include cost per room and number of athletes per room. The guidelines should be placed in the Title IX file.
- The school's 2015-2016 annual Title IX report is to contain correct and accurate reporting of team rosters to meet the standards for athletic opportunities. The annual report should contain accurate reporting of expenditures for awards to ensure equitable benefits.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

No deficiencies observed

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Calvin Creech

District Level Title IX Coordinator: Randy Neeley

Name	Title	Telephone
Summer Simmons	Girls' Basketball coach	859-582-6159
Jeremy Grant	Volleyball coach	859-661-3969

Briana Lanham	Student athlete	859-582-1745
Nathan Lake	Student Athlete	859-893-5072
Brandon Watkins	Principal	859-625-6148
Randy Neeley	Asst. Superintendent	859-582-8684
Calvin Creech	Athletic Director	859-893-4392
Vickie Grant	Technology Resource Manager	859-200-7361
Shane Buttry	Boys' basketball coach	859-302-1939
Tracie Lainhart	Parent	859-625-6148
Bill Lake	Parent	859-321-5873
Barbara Kok	KHSAA auditor	
Sharon Tippett	KHSAA auditor	

10. Comments

School administrators were very receptive to recommendations of the audit team and were well prepared for the visit. Madison Southern is to be commended for their continuing efforts to provide equitable opportunities and benefits to all athletes.

No one attended the public meeting held at 3:00 p.m.