



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

(For schools re-visited during the 2009-2010 school year)

School: **Madison Southern High School**
Prepared By: **Gordon Bocock**
Date of Re-Visit: **February 3, 2010**
Telephone Number of Reviewer: **(859) 299-5472**
Reviewed By: **Darren Bilberry, Asst. Commissioner**

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)

X	A	Substantial Proportionality
	B	History and Continuing Practice Of Programs Expansion
	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 number of athletes actually participating is being counted correctly. With the figures presented it appears at this time that the school is passing the T-1 test.

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: Madison Southern High School does not meet the standard for 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: Madison Southern is not in compliance in regard to the T-3 test. The school is looking very closely at adding Bowling and Archery and it is recommended that the Gender Equity Committee makes sure they are following the KHSAA guidelines to be able to count these in as participation numbers.

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

Comments: The most recent student interest survey, given in 2007-08, was administered to students in grades 8-11 with a 99% return. Based on this data, the survey is accurate in relation to the assessment of interests and abilities for Madison Southern High School.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	x		Students in grades 8-11 were surveyed. Data was collected and compiled by the athletic director.
Equipment and Supplies	x		All uniforms are of equitable and like quality. A three year Uniform Rotation plan is in place and a copy has been placed in the schools Title IX File. It is recommended that the Gender Equity Committee review this policy at the end of each school year to determine if the policy needs to be updated. In looking at the annual reports for the past two years as well as the Re-visit report it appears that a potential red flag is present in the overall spending in Equipment and Supplies. The Gender Equity Committee needs to give a serious look at this potential problem and implement a Corrective Action Plan that will help increase equity in spending between girls and boys sports.
Scheduling of Games and Practice Time	x		Based on the review of schedules, it appears that the prime time/date scheduling has been met. Schedules were viewed of practice/game times for all shared and non-shared facilities. It appears that schedules were done on a fair and equitable basis with a rotation in place for those shared sites.
Travel and Per Diem Allowances	x		Based on interviews with administration, coaches and athletes, it appears that transportation to all contests are provided by the school. There is a very brief Travel Policy in the Athletic Handbook, but after interviews with coaches and athletes they were not aware of this policy. The Gender Equity Committee needs to re-visit the current Travel Policy and make the necessary changes so that it will reflect all the aspects of travel. All the committee's action in regard to this policy should be reflected and voted on in the minutes of the committee.

Coaching	x		<p>Based on interviews with administration, any disparity in coaching salaries for like sports was attributed to an increment given based on years of experience. A copy of the School Board Extra Curricular stipends has been placed in the schools Title IX file.</p> <p>Athletes interviewed were very positive about the coaches; their support and accessibility.</p>
Locker Rooms, Practice and Competitive Facilities	x		<p>Madison Southern High School is going through some major renovations. With the renovation it is very difficult to actually asses the locker room situations. New dressing rooms have been built and will be extremely nice when finished. At the present time a potential red flag area is in the lack of assigned dressing rooms for Soccer, Tennis, Cross-Country, Track and Field and possibly Softball. These student athletes appear to be changing in public rest rooms. It is "highly" recommended that the Gender Equity Committee take a tour of the campus and all the athletic facilities and to especially look at the dressing rooms and to then make take the necessary action to assure that each athlete at Madison Southern has a place to change clothes for practice and/or competition that affords both security and privacy.</p>
Medical and Training Facilities and Services	x		<p>Physicals are handled by the parents of the participating athletes. Athletic Training is provided through the University of Kentucky and the trainer is on site daily and at all home athletic events. With the renovation a training room is in the plans and will be a big improvement for the Madison Southern athletes and coaches. A schedule of the Athletic Trainers hours and their location should be placed on the Training Room door.</p> <p>A new and very impressive weight room is in the renovation plan and should be functional by the end of March. The old weight room will still remain giving the school two places for the student athletes to better prepare themselves for future competitions. The old weight room is located in the Football Field House. The old weight room will need some work (paint and lighting issues) to try and make it more appealing. The Gender Equity Committee</p>
Medical and Training Facilities			

and Services Cont'd			needs to work with the Athletic Director in establishing a schedule where all male and female athletes have equal access to the weight training facilities.
Publicity	x		<p>During the past two years 7 or 8 athletic teams showed no spending in regard to awards. Based on interviews of coaches and athletes it was determined that each sport does have an awards banquet and/or recognition at the end of each sport season. The Gender Equity Committee needs to look at the inaccurate reporting of spending in this area and implement a corrective action plan that will be in place before the next annual report is due to the KHSAA.</p> <p>At the present time an Awards Policy is in place and is being updated. The Gender Equity Committee is already looking at changes to the current policy in hopes that better recognition can be given to all student-athletes. Auditors discussed with administration the importance of reporting all awards expenses for all sports.</p>
Support Services	x		<p>Cheerleaders appeared to be in compliance in regard to equity between girls and boys events. The Gender Equity Committee needs to insure that the Dance Team and Mascot perform at an equal number of boys and girls contests.</p> <p>The Gender Equity Committee needs to take a long look at the disparity in the spending of the boys programs compared to the girls programs. This is a potential red flag and immediate step by step corrective action plans need to be put in place to assure that this does not become a major Title IX issue. Proper monitoring of booster spending is an area that needs to be looked at.</p>
Athletic Scholarships	N/A		
Tutoring	N/A		

Housing and Dining Facilities and Services	N/A		
Recruitment of Student Athletes	N/A		

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

The school has done a good job in recognizing needs and placing these needs in a Corrective Action Plan. However there does not appear to be any follow up action taken by the Gender Equity Committee. The Gender Equity Committee needs to take a close look at all of the Athletic Department policies and when they are finalized and properly voted on they need to be placed in the school's permanent Title IX file. The Athletic Directors needs to get the Gender Equity Committee more involved and then make note of this involvement in the actual minutes of the committee. The Gender Equity Committee is encouraged to continue to look at not only current needs but to have a long range plan for corrective action.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

At the present time there were no overall deficiencies found in the girls and boys programs.

7. KHSAA Recommended Action in relation to new deficiencies

At the present time there were no overall deficiencies found in the girls and boys programs but there are some areas that need to be looked at by the Gender Equity Committee . . .

- The 2010 Student Interest Survey needs to be given in the very near future and the Gender Equity Committee needs to take a serious look at the interest of the students. A copy of the Survey and the corrective action plan needs to be sent to the KHSAA with the April 15, 2010 annual report.
- It is recommended that the Gender Equity Committee review this policy at the end of each school year to determine if the policy needs to be updated in any way.
- In looking at the annual reports for the past two years as well as the Re-visit report it appears that a potential red flag is present in the overall spending in Equipment and Supplies. The Gender Equity Committee needs to give a serious look at this potential problem and implement a Corrective Action Plan that will help bring equity spending. A copy of the corrective action plan should be sent to the KHSAA with the April 15, 2010 Yearly Report.
- The Gender Equity Committee needs to re-visit the current Travel Policy and make the necessary changes so that it will reflect all the aspects of travel. A copy of the travel policy should be sent to the KHSAA with the April 15, 2010 Yearly Report.

- It is "**highly**" recommended that the Gender Equity Committee take a tour of the campus and all the athletic facilities and look at the dressing rooms and then take the necessary action to insure that each athlete at Madison Southern has a place to change clothes for practice and/or competition that affords both security and privacy. A copy of the locker room assignments should be sent to the KHSAA with the April 15, 2010 Yearly Report.
- A schedule of the Athletic Trainer's hours and their location should be placed on the Training Room door.
- The Gender Equity Committee needs to work with the Athletic Director in establishing a schedule where all male and female athletes have equal access to the weight training facilities. A schedule of the assignments needs to be placed on the weight room doors for all to see.
- At the present time an Awards Policy is in place and is being updated. The Gender Equity Committee is already looking at changes to the current policy in hopes that better recognition can be given to all Madison Southern High School athletes. A copy of the Awards Policy should be sent to the KHSAA with the April 15, 2010 Annual Report.
- The Gender Equity Committee needs to take a long look at the disparity in the overall spending of the boys programs compared to the girl's programs. This is a potential red flag and a corrective action plan needs to be implemented to insure that this does not become a major Title IX issue. After discussion with the Administration it was determined that spending was not reported accurately in the area of Travel and Awards and this may well be the first step in getting the overall spending for boys and girls on an equal basis. A copy of the corrective action plan should be sent to the KHSAA with the April 15, 2010 Annual Report.
- The Gender Equity Committee needs to take a close look at the Booster Club agreements used in each sport. And monitor booster spending.
- The Gender Equity Committee needs to make sure that all Booster Clubs have agreements with the athletic administration. It appears that individual booster club operations are not consistent at this time and the Committee needs to put a corrective action plan in place that would make everything equal for all student athletes.
- The Gender Equity Committee needs to become familiar with the T-1 form and make sure that the number of student athletes is reported correctly.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

There were no deficiencies at this time but the Gender Equity Committee needs to have several meeting between now and April 15 to put together corrective action plans and develop policies that will benefit the current student athletes at Madison Southern High.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Doug Sallee
 1024 Royal Crest Drive
 Richmond, Kentucky 40475
 859-314-2177

District Level Title IX Coordinator: Vickie F. Moberly

550 S. Keeneland Drive
Richmond, Kentucky 40475
859-625-6090 ext. 6680

Name	Title	Telephone
Doug Sallee	Athletic Director	859-314-2177
David Gilliam	Principal	859-625-6148
Dave Brumley	Head Football Coach	859-620-1384
Shane Buttry	Head Boys Basketball Coach	859-302-1939
Donna L. Jeck	Parent	859-582-3627
Linda M. Wendt	Parent	859-582-2142
Elaine Phillips	Head B/G Tennis Coach	859-624-0252
Katy Cress	Head Girls Soccer Coach	859-302-1847
Jennifer R. Allen	Head Girls Volleyball Coach	859-625-6148
Vickie F. Moberly	District Title IX Coordinator	859-625-6090
Gary Lawson	KHSAA Audit Team	859-299-5472
Gordon Bocock	KHSAA Audit Team	606-271-0714

10. Comments

No one showed up for the public forum. The KHSAA Audit Team would like to thank everyone involved with this Audit for the warm welcome we received. 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 it was easy to find the necessary documents. Mr. Sallee and Mr. Gilliam were 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 meeting and seen the various reports. These two student athletes have really enjoyed the time they have spent at Madison Southern High School. The female coaches were very responsive and are well pleased with the progress that Title IX has made at Madison Southern High School. The Athletic Director, Principal and District Title IX Coordinator showed up for the interview period and were very receptive to recommendations and concerns the Audit Team presented to them.