



## TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2003-2004 school year)

School: **Madisonville-North Hopkins High School**

Reviewed By: **Gary W. Lawson**

Date of Visit: **December 4, 2003**

Telephone Number of Reviewer: **(502) 875-3817**

### 1. Completed Required Forms

GE-19 Yes  No

Survey Student Interest Form Yes  No

Summary Forms T-1 Through 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
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

Were the calculations performed correctly? Yes  No

**Comments:**

According to calculations provided by school personnel, the standards for this test are not currently being met.

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

Were the calculations performed correctly? Yes  No

**Comments:**

According to data provided by school personnel, athletic opportunities have not been expanded enough over the past five years to meet the standards established in this 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

Were the calculations performed correctly? Yes  No

**Comments:**

It appears from the responses on Form T-3 that the school is currently meeting the standards established in this test. These responses are supported by the student survey.

3. Has the school properly surveyed its student body to accurately assess the interest and abilities of its students? Yes  No

**Comments:**

School personnel are to be commended for receiving an 87% return rate on the most recent student survey.

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

Benefit to Students	Satisfactory	Deficient	Comments
<b>Accommodation of Interests and Abilities</b>	X		<p>The school's permanent Title IX file was inspected by KHSAA officials. The file appeared to be in good order. The school has written minutes for the required number of meetings and corrected documents were included. The school currently does not have a student on the Gender Equity Review Committee. It was suggested that students be added to the Committee. It appears that the school currently meets the standards established in Test #3 for opportunities. The school is currently offering all the varsity sports for girls that are sanctioned by the KHSAA. The school received an 87% return rate on its most recent student survey. The proper development of, and follow up to, a Corrective Action Plan was discussed with school personnel. <u>It was emphasized to school personnel that the current Title IX reports from the KHSAA deal with athletics only, and the school's Corrective Action Plan should deal with athletics only. These action plans are to be placed on Form T-60 provided by the KHSAA.</u></p>
<b>Equipment and Supplies</b>	X		<p>School personnel were alerted to the fact that both the summary sheets and team sheets from this area in the school's permanent Title IX file are filled out incorrectly. The numbers on these sheets should reflect an actual inventory, not numbers per player. It was requested that these forms be corrected in the school's permanent Title IX file. From the school visit, it appeared that athletes at Madisonville-North Hopkins are provided with good quality equipment and uniforms. The development of a uniform rotation and replacement plan was discussed with school personnel. It appears that a plan is needed because a majority of school uniforms are purchased by booster clubs, and, according to the Athletic Director, these purchases currently do not require any approval by school</p>

<b>Equipment and Supplies (cont.)</b>			personnel.
<b>Scheduling of Games and Practice Time</b>	X		<p>“Prime time” scheduling for girls’ basketball was discussed with school personnel. A review of the school’s boys’ and girls’ basketball schedule for the past two years reveals that over that span of time, the girls have scheduled approximately 40% of their home games during “prime time” and the boys have scheduled approximately 30% of their home games during “prime time”. Although neither team plays 50% of their games during “prime time” over the past two years, it would appear the girls’ team has the advantage in this area. School personnel were requested to monitor their scheduling to attempt to ensure future parity. All of the school’s facilities that are shared by boys and girls appear to be shared equitably.</p>
<b>Travel and Per Diem Allowances</b>	X		<p>The 1999-2000 school report appears to show a disparity in this area. The disparity includes six trips by chartered bus for boys’ teams and no chartered bus trips for the girls’ teams. Another apparent inequity is the 13 scheduled regular season overnight trips for boys’ teams as compared to one scheduled regular season overnight trip for girls’ teams. KHSAA officials were assured during the school visit that this is no longer the case and there is currently a balance in this area. KHSAA officials cautioned school officials about closely monitoring this area. If and when Madisonville-North Hopkins is re-checked in relation to Title IX, this area should be closely scrutinized. School personnel were also informed that the meal allotment section of the school report is inconsistent and needs to be corrected.</p>
<b>Coaching</b>	X		<p>Coaching salaries appeared to be equitable. Apparently there is significant usage of non-paid paraprofessional coaches at this school. School personnel were alerted to the fact that the coaching provided to student athletes</p>

<b>Coaching (cont.)</b>		should show an equivalence of benefit. According to the school's report, there appears to be parity in relation to off-campus coaches for boys' and girls' teams.
<b>Locker Rooms, Practice and Competitive Facilities</b>	<b>X</b>	Again, the school's permanent Title IX file is not clear in this area. School personnel were told that there should be a Form T-26 in the permanent Title IX file for each locker room used by athletes at the school. School personnel were also told that there should be a Form T-27 in the school file for each practice and/or competitive facility used by the school athletes.
		Overall, the school visit appeared to show that the school provides a high quality of facilities, locker rooms, and offices for their athletes and coaches. One area that needs to be considered by school personnel is the softball field. Although the baseball field is six miles from the school campus and not owned by the school, and no school transportation is provided, the amenities provided at the baseball and softball fields could show more <i>equivalence</i> . KHSAA officials discussed the possibility of adding a press box at the softball field and consideration of improvement to the softball dugouts. These improvements are to be reflected in future Corrective Action Plans submitted to KHSAA.
<b>Medical and Training Facilities and Services</b>	<b>X</b>	The school visit appeared to show a strong commitment by school personnel for quality, as well as equity, in this area. The school currently provides three weight rooms—all of which have above average equipment. The one weight room used exclusively for girls' athletics appears very user-friendly. The school also employs one full-time athletic trainer who is accessible to all athletes. Back-up support for the trainer is supplied by Trover Clinic as needed.

<b>Publicity</b>	<b>X</b>		Cheerleading was discussed. The school currently has one cheerleading squad which cheers at all games, home and away, for football and boys' and girls' basketball. It was suggested that the school's Gender Equity Review Committee consider developing a policy for the posting of athletic recognition in and around the school's gymnasium.
<b>Support Services</b>		<b>X</b>	This area could not be evaluated by KHSAA officials due to the school's failure to properly report expenditures on Forms T-35 and T-36 in their submittals to the KHSAA. Expenditures could not be evaluated because information provided was not on a Form T-60 and expenditures were not separated for boys' and girls' sports. (See KHSAA Recommended Action.) Booster clubs were discussed. It appeared there were very few administrative policies in effect to control and monitor booster spending in relation to equity. This makes the need for accurate reporting of expenditures even more important. KHSAA officials mentioned to school personnel the need to investigate the development of a booster agreement which would allow closer monitoring by school administrators.
<b>Athletic Scholarships</b>	<b>X</b>		
<b>Tutoring</b>	<b>X</b>		
<b>Housing and Dining Facilities and Services</b>	<b>X</b>		
<b>Recruitment of Student Athletes</b>	<b>X</b>		

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

The school's most recent Corrective Action Plan calls for the upgrading of the girls' weight room, the building of an auxiliary gym, and the development of a policy for recognition of state award winners.

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

The major observed deficiency during the school visit was in the area of support services where a lack of proper reporting has existed. Although it does not appear that a deficiency exists at this time, the areas of *travel and per diem allowances and practice and competitive facilities* need to be closely monitored by school personnel.

7. **Facility Recommendations or Concerns**

Because of the large number of sports offered by the school, there appears to be a need for an auxiliary gym for practice and competition. School personnel were alerted to the fact that some amenities at the softball field should be under consideration. (See checklist—locker rooms, practice and competitive facilities).

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:

**(Support Services)** On or before **March 30, 2004**, school personnel are to submit to the KHSAA a completed Form T-35 and T-36 showing budget and spending data for the 2001-2002 school year. This document should include all school and booster spending and be on the proper form. All spending should be separated for boys' and girls' sports as requested. This document is to be followed up by Forms T-35 and T-36 submitted on **April 15, 2004**, which is to include 2002-2003 budget and spending information in the same manner as described above.

**(Selection of Cheerleaders)** On or before **April 15, 2004**, school personnel are 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 Contest/Girls' Basketball)** On or before **April 15, 2004**, school personnel are 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 2004-2005 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:** S. Gale Travis

**District Level Title IX Coordinator:** Patrick Courtney

<b>Name</b>	<b>Title</b>	<b>Telephone</b>
Gary W. Lawson	KHSAA Audit Team	(502) 875-3817
Phyllis Catlett	KHSAA Audit Team	(859) 299-5472
Susan Hundley	Parent	(270) 825-0835
Donna Vaughn	Parent	(270) 825-8287
Patrick Courtney	Assistant Superintendent	(270) 825-6000
Mike Quinn	Teacher/Coach	(270) 824-9303
Mary Wright	Librarian	(270) 821-9781
Keith Cartwright	School Board Attorney	(270) 821-6165
S. Gale Travis	Athletic Director	(270) 825-6017
Jim Martin	Principal	(270) 825-6017

**10. Comments**

Four people from the community attended the Public Comments Session. The session was adjourned at 6:50 p.m.