



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

(For schools re-visited during the 2014-2015 school year)

School: Male High School
 Prepared By: Sharon Tippett
 Date of Re-Visit: November 15, 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 X No

Participation Opportunities Summary Chart (Form T-1, T-2, T-3 & T-4) Yes X No

Benefits Summary Charts (Forms T-35 & T-36) Yes X No

Checklist Overall Athletics Program (Form T-41) Yes X No

Corrective Action Plan Summary Charts (Form T-60) Yes X 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: With the data submitted, Male High School does not meet the standards for Test 1, the Substantial Proportionality, comparing the school enrollment to the percentage number of participants.

- 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: Male High School did not meet the Test of History and Continuing Practice of Expansion standards of a 25% increase in participation requirement according to the data submitted.

- 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: By the responses on the student survey, the school is offering a substantial number of sports sanctioned by KHSAA in relation to the "underrepresented sex" and offering "equivalence" of total team opportunities. A return rate on the student survey of 87.5% indicates validity.

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 appears to support the responses given on the T-3 form.



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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		The school has met the standards for compliance with Test-3. The 87.5% return rate of the survey and the follow-up steps taken by the school provided proper procedure for compliance in this area.
Equipment and Supplies	X		<p>The uniforms were of high quality for all teams, including like sports with the exception of boys and girls track teams. The boys' track team appeared to have a slight advantage</p> <p>The uniform replacement cycle plans included a table of the age of each teams' uniforms, but there appeared to be no rotation plan for review and replacement. A rotation plan needs to be developed and included in the Title IX File, with a schedule stating the year of replacement for each team. It is recommended that the Gender Equity Committee (GEC) expand and clarify a uniform replacement cycle and in addition ensure that all coaches are aware of the rotation schedule.</p>

Scheduling of Games and Practice Time	X		<p>Schedules for all athletic teams were in the Title IX file. The like sports schedules were equitable in regards to the number of events.</p> <p>Almost all of the athletic venues are on campus and there appears to be no scheduling conflicts for like sports. Girls' and boys' basketball, field hockey/girls' lacrosse, and boys' and girls' soccer/boys' lacrosse all share facilities, but the AD and coaches involved appeared to have practice times and game times scheduled for all teams involved. It is recommended, however, that a written schedule of practice and game times be included in the Title IX file. Scheduling of athletic events during the most optimal playing times was discussed with school officials who were commended for the provision of parity in relation to this benefit.</p>
Travel and Per Diem Allowances		X	<p>In the previous two Title IX Audits, Male High School was found deficient in this area, due to incomplete guidelines for Travel and Per Diem. It was observed with the present Revisit Audit, that the guidelines are still insufficient for compliance. The food allowance guidelines were very detailed, but the transportation and lodging guidelines need expansion and/or inclusion. The transportation included mode of transportation to be school bus, but it was revealed that in certain cases, a van may be the mode of transportation for a team. Because of this, transportation mode needs to be expanded. A third component of travel and per diem is lodging for overnight trips. No guidelines were included in the file and because of this omission, for the third audit in a row, a deficiency still exists. It is recommended that the GEC review, clarify, and expand the Travel and Per Diem category to be in compliance with Title IX standards. It is suggested that parameters be included for types of lodging, numbers of athletes per room, and, possibly, rooms with no outside exits.</p>

Coaching	X		<p>There is a schedule of compensation for head coaches and assistant coaches for all athletic teams. The compensation for coaches of like sports appeared to be comparable..</p> <p>The ratio of coaches to players for each gender was acceptable, with the ratio for the male athlete 12/1 and the female athlete 11/1.</p> <p>A high percentage of coaches are off campus, but the interview with student athletes indicated that accessibility for student/coach was not a problem. It is suggested that hiring more on-campus coaches be a priority whenever the opportunity is possible. The evaluation of head coaches is conducted by the AD with no written instrument used.</p>
Locker Rooms, Practice and Competitive Facilities	X		<p>In the Title IX File there was a locker room assignment for the athletic teams. Like sports were assigned equitable locker rooms. It was suggested that the locker room situation provided for boys and girls soccer be evaluated in regards to safety and security</p> <p>The boys' and girls' golf teams have no locker room assigned because they use the facilities at the practice site. However, it is recommended that locker room assignments be provided for each of these teams to ensure privacy and security for these athletes. In addition, coaches and players both need to be aware where the designated locker rooms are for their use. The tour of facilities indicated that equitable athletic equipment storage space was assigned for each team.</p>

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<p>Medical and Training Facilities and Services</p>	<p>X</p>		<p>The weight room is accessible for the female athletes and is female friendly with equipment that is very appropriate for the female athletes. It is suggested that a few more lighter hand weights be provided for their use. There was no evidence of a schedule for usage of the weight room by sport teams, so it is recommended that a schedule be developed and included in the Title IX file as well as posted at the weight room door.</p> <p>An athletic trainer is available daily after 2:00 PM. There was no evidence of a schedule as to the location of the athletic trainer during practice times of the athletic teams. To reduce the time in locating the trainer when needed, it is recommended that a schedule be posted outside the training room.</p> <p>Physicals are not provided by the high school.</p> <p>There is a very thorough Emergency Medical Action Plan in the Title IX File.</p>
<p>Publicity</p>	<p>X</p>		<p>The school has developed guidelines for awards, as well as for the end of season banquets. No guidelines were found for banners and picture displays, and it is recommended that the GEC and AD develop and include these guidelines in the Title IX File.</p> <p>Only the football and softball teams had a program, very professional in appearance. On line, there is a Coaches Handbook, which is available to all JCPS coaches.</p> <p>There is one cheerleading squad which performs at the football games, both home and away. The squad is divided into an A and B squad and cheers at all home and away girls' and boys' basketball games. The band</p>

			performs only at football games, but no basketball games. The dance team performs at all football games, and is assigned to the girls' and boys' games by the AD. It appears that all support groups are equitable in the support of girls' and boys' basketball teams.
Support Services	X		<p>The over-all spending for athletics falls in acceptable parameters.</p> <p>Male High School has no official booster club, however, there is an Alumni Association that donates, by request from coaches or school officials, money for various purchases and facilities improvement. Although this group is not called a Booster Club, any group or individual that offers benefits to athletes is considered a Booster, by Title IX Standards. Therefore, to have oversight on benefits provided by the Alumni Association, it is highly recommended that guidelines be developed and signed by both the Alumni Association Officers and school officials. These guidelines are to be included in the Title IX File. It is also important that all monies spent for athletic equipment or facilities be recorded appropriately on the T-35/T-35 forms in the annual report due April 15.</p>
Athletic Scholarships	NA		
Tutoring	NA		

Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

1. Items for improvement included mandatory meetings for coaches and parent/team meetings each year which would include Title IX education.
2. Improvement of facilities which would include renovations of girls' track locker room and continued improvement of the softball facility to make it comparable to the baseball facility.
3. Provide adequate meeting space/office space for paraprofessional coaches.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The 2001-02 and 2009-10 Title IX Audits revealed deficiencies for Travel and Per Diem. The component of food for overnight trips has been developed and is very concise and acceptable for Title IX compliance, however, the other two components, transportation and lodging, need to be expanded and/or developed. Transportation guidelines needs clarification concerning the circumstances that a team may use a van rather than a school bus. The lodging guidelines need to be developed. These should address the parameters of overnight lodging, for example, cost of rooms, number to a room, rooms only with inside exits, etc.

7. KHSAA Recommended Action in relation to new deficiencies

No new deficiencies were observed, but the following recommendations should be completed to eliminate the existing deficiency or to ensure further deficiencies do not occur.

EQUIPMENT AND SUPPLIES

1. It is recommended that the GEC expand and clarify a uniform replacement cycle schedule. **This uniform replacement plan should be submitted to the KHSAA on or before March 31, 2017.** All coaches should be made aware of the scheduled time for their team uniform review and replacement and adhere to the schedule. This will help keep replacement and spending equitable.

SCHEDULE OF GAMES AND PRACTICE TIMES

1. It is recommended that a written schedule of practice and game times be included in the Title IX File. **This should be submitted to the KHSAA on or before March 31, 2017**

LOCKER ROOMS, PRACTICE AND COMPETITIVE FACILITIES

1. Because the boys' and girls' golf teams had no assigned locker rooms, it is recommended that a locker room also be designated for these teams, to ensure privacy and security. **This should be submitted to the KHSAA on or before March 31, 2017.**

TRAINING FACILITIES

1. The weight room is well-equipped and equitable for both male and female athletes, however, because no usage schedule is available, it is recommended that a schedule be developed and included in the Title IX File and posted outside the weight room.
2. In order that athletes and/or parents needing to see the trainer during practice hours, it is recommended that a schedule be posted at the weight room.
These recommendations should be submitted to the KHSAA on or before March 31, 2017.

PUBLICITY

1. It is recommended that guidelines be developed by the GEC concerning Banner and Picture Displays honoring athletes or teams. These are to be included in the Title IX File. **Please submit to the KHSAA on or before March 31, 2017**

SUPPORT SERVICES

1. There is no official booster club, but the Alumni Association has provided benefits for the athletes at Male High School, and therefore the Alumni Association qualifies as boosters. To ensure that spending remains in the acceptable parameters, it is highly recommended that guidelines be developed and signed by both the Alumni Association officers and the school officials, giving the school oversight for equitable spending. **These guidelines should be submitted to the KHSAA on or before March 31, 2017.**

8. KHSAA Recommended Action in relation to reoccurring deficiencies

TRAVEL AND PER DIEM

1. On or before March 31, 2017, Travel and Per Diem complete guidelines should be submitted to the KHSAA. These guidelines should include transportation expansion and lodging guidelines added to the procedure for meals on overnight trips.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: John Kelsey

District Level Title IX Coordinator: Jerry Wyman

Name	Title	Telephone
Danielle Walls	Student athlete-softball	502-485-8972
Emilia Sexton	Student athlete-basketball	502-485-8972
Joshua Bloomer	Softball coach	502-545-3393
Christian Lauria	Girls' Soccer coach	502-210-3606
John Kelsey	Coordinator/AD	502-485-8972
Jim Jury	Principal	502-485-8972
Jenny Edelen	Assistant Principal	502-485-8972
Keith Cathey	Assistant AD	502-485-8972
Tony Smyzer	Sub-teacher	502-485-8292
Emily Sexton Rafa	Parent	765-524-2424
Gary W. Lawson	KHSAA	502-545-3393
Sharon Tippett	KHSAA	859-533-2721

9. Comments

The athletic director was very prepared for the Title IX Revisit. The uniforms were presented for the athletic teams and the Title IX File was well organized. It is evident that the school officials are striving to have a completely equitable athletic program for their athletes. Facilities, scheduling, spending, and other benefits have improved over the past few years. To eliminate the deficiency in the Travel and Per Diem area, submission of the recommendation should be completed as requested. Male High School is to be commended for providing a variety of athletic opportunities and benefits for all students.

No one attended the public forum. The team left at 3:30.