



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

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

School: **Louisville Male High School**
Prepared By: **Martha Mullins**
Date of Re-Visit: **November 17, 2009**
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)

	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:

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:

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: In addition to offering all KHSAA-sanctioned sports except wrestling, the school's athletics program sponsors field hockey for girls at the varsity, junior varsity, and freshman levels. The athletics program recognizes the bowling and lacrosse teams, but it was not clear from past records that they had emerged from club sport status.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?

Yes No

Comments:

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 standard for compliance with Test 3 in 2009-2010.
Equipment and Supplies	X		No policy was found on provision of equipment or what constituted standard issue to athletes. Uniforms displayed were of comparable quality. The school has a rotation plan for replacement of uniforms. Equipment and supplies reviewed appeared equitable.
Scheduling of Games and Practice Time	X		The school has met the KHSAA requirement for scheduling girls' basketball HOME games in 2009-2010. No policy was found on scheduling of contests and procedure for approval.
Travel and Per Diem Allowances		X	No policy was found in the file addressing transportation mode, although the original on-site visit report cited no discrepancy in policy existing at that time. No guidelines were found for per diem, lodging, extended trips, or qualifying tournament expenses. A deficiency was recorded on the original on-site visit report in 2001-2002 Expenses for this benefit have continued to be skewed in favor of male athletes in general.
Coaching	X		Six of the head coaches for girls' teams are employed off campus whereas only one boys' team has an off-campus coach. Good effort to reverse this trend for girls' sports appeared to be continuing. Coaches employed for female athletes since the original visit reportedly are more experienced than previous coaches were. The current ratio of coaches to student-athletes is the same for both sexes.

Locker Rooms, Practice and Competitive Facilities	X		<p>General policies for use of facilities were not found in the permanent Title IX file.</p> <p>Shared facilities are scheduled equitably.</p> <p>Locker room and storage space is limited for all teams in comparable sports. The softball field is not on par for that sport as is the baseball stadium for its sport. Usage of the outfield for a practice football field has continued since the original visit, requiring annual reconditioning of the turf and disallowing permanent fencing. Updating of the press box, dugouts and other refurbishments, along with adding more storage space and covering the batting cage were recommended to improve the current state of the softball facility.</p>
Medical and Training Facilities and Services	X		<p>Athletic training services are available to all athletes.</p> <p>The primary weight room space is accessible and available for use by all teams. Inventory of equipment should be conducted to assure suitability for female teams. Consideration should be given to making the surroundings appear gender neutral as well.</p> <p>Several teams have purchased physical training equipment for use in spaces more convenient to their practice areas.</p>
Publicity		X	<p>No uniform policy was found to guide the athletic program in terms of individual or team achievement or recognition. This caused difficult evaluation of distribution and expenditures for awards on past annual Title IX reports and continues to be an issue.</p> <p>Equitable cheerleader selection and assignments have been achieved since the original visit.</p> <p>Media guides for boys' and girls' basketball, football, and softball were available for review and were similar in size and content.</p>

Support Services		X	Inaccurate data on expenditures were reported on Forms T-71 and T-72, preventing credible evaluation. No body of guidelines for general operation of the athletics program was available for review. Office space has been assigned to baseball, boys' and girls' basketball, football, and softball coaches only. Remodeling a part of a storage area off the court for a volleyball office has potential. Off-campus coaches are at a disadvantage: six out of seven of them coach girls' teams. Accessibility to coaches during the school day was reported to be by means of email, texting, or cell phone for those coaches.
Athletic Scholarships	N/A		
Tutoring	N/A		
Housing and Dining Facilities and Services	X		No policy was found in the file regarding provision of meal service for HOME competitions.
Recruitment of Student Athletes	N/A		

5. Brief Summary/Analysis of the Corrective Action Plan (Form T-74)

Focus has been on improving facilities (in particular, the softball field and tennis courts), purchasing capital equipment, and hiring additional coaches for softball. A persistent disparity in travel expenditures between female and male teams was noted; however, no solution has been reached to date.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

Data reported on Forms T-71 and T-72 appeared to be expenditures reported on the 2008-2009 annual Title IX report rather than actual figures for the 2008-2009 school year. It was not clear whether previous fiscal data reported on annual Title IX reports were in the correct academic-year periods. Coupled with the lack of written policies for the athletics program, evaluation of the practices in operation at the school in terms of gender equity was limited to perceptions. There is a critical need for documentation and oversight.

7. KHSAA Recommended Action in relation to new deficiencies

By June 30, 2010, school personnel will submit a cohesive, comprehensive set of policies guiding the operation of the athletics program. **The focus of the policies should be to provide explicit means for monitoring gender equity. Minimum topics to be covered:**

A. The awards and recognition system for individual athletes and teams. To include lettering/annual awards; team awards; senior awards; awards ceremonies; banners; team photographs; placement of trophies; relocation of outdated or obsolete trophies/plaques; etc.; retirement of jerseys; Hall of Fame designation (if applicable); and/or other forms of athletic commendations given by the school

B. The selection and assignment of cheerleaders; assignment of dance team; and, other support groups, as applicable.

C. The provision of outlets for promotion of attendance at HOME contests, i.e., distribution of schedules; school public address announcements; newspaper; radio; internet notices, etc.

D. Travel: transportation; per diem; overnight trips (to include extended trips)

E. Meal service for HOME contests

F. Provision of equipment and supplies: basic items to be provided all teams; special items for certain teams (due to safety requirement, etc.) if indicated; procedure for the direct administrative oversight and approval for acquiring additional equipment or services

G. Generation and approval of practice and competitive schedules

H. Employment and retention of coaches, to include priorities given positions; evaluation process

I. Use of athletic facilities; priorities listed

J. Generation and approval of budgets; accountability for expenditures

8. KHSAA Recommended Action in relation to reoccurring deficiencies

A. **As an attachment to the annual Title IX report, due April 15, 2010**, school personnel will submit a **separate, itemized** analysis of travel expenditures for the 2007-2008 and 2008-2009 school years for male and female athletes.

NOTE: This action should be placed on Form T-60

B. **As an attachment to the annual Title IX report, due April 15, 2010**, school personnel will submit a diagram or listing of office space or conference area available to off-campus head coaches or designees. It should be a private, confidential space for conferring with student-athletes during the day.

C. **By February 15, 2010**, school personnel will provide visual documentation that the softball field turf has been repaired and is ready to fully accommodate practice and play for that team. Include as well a report on the progress made to that point in time on any planned updating of the field.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: John Kelsey

District Level Title IX Coordinator: Cheryl Walker

Name	Title	Telephone
Leslie Scully	Girls' Basketball Coach	502-681-3065
Shelby Christensen	Cheerleader	502-935-3293
Kim Christensen	Parent	502-291-3293
John Hammond	Softball Coach	502-639-9930
John Kelsey	Athletic Director	502-485-8972
Jason Neoss	Boys' Track Coach	502-552-9308
Jeff Johnston	Girls' Soccer Manager	502-553-0296
Katie Johnston	Student-athlete	502-599-3128
Taylor Hafling	Student-athlete	502-338-5741
Jenny McCarty	KHSAA Auditor	502-330-7616
Martha Mullins	KHSAA Auditor	859-299-5472

10. Comments:

School personnel were available and prepared for the on-site visit

The permanent Title IX file was organized for review. For the most part, the file was incomplete. According to school personnel, policies for guiding the athletics program were being developed but had not been finalized.

Through observation and the reports of operating procedures discussed with school officials and personnel during the on-site visit, it appeared the athletics program was equitable in its treatment of male and female student-athletes. However, final evaluation should be reserved until actual fiscal accounting data and program guidelines are reviewed.

The public meeting did not materialize.