



KHSAA TITLE IX RE-VISIT
FINAL AUDIT REPORT

(For schools re-visited during the 2007-2008 school year)

School: **Marion County High School**
 Prepared By: **Reba Woodall**
 Date of Re-Visit: **December 17, 2007**
 Telephone Number of Reviewer: **(859) 299-5472**
 Reviewed By: **Larry G. Boucher**

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
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 submitted by Marion County High School, it appears the school has met the standard for Test T-1 (Test for Substantial Proportionality) for the 2006-2007 school year.

- 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 submitted by Marion County High School, it appears the school has not met the standard for Test T-2 (Test of History and Continuing Practice of Programs Expansion) for the 2006-2007 school year.

- 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 submitted by Marion County High School, it appears the school has met the standard for Test T-3 (Test for Full and Effective Accommodation of Interests and Abilities) for the 2006-2007 school year.

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

Comments: The Student Interest Survey conducted in 2005-2006 showed an interest in wrestling. If the 2007-2008 survey shows significant interest in wrestling then further investigation into adding this sport is warranted. The Student Interest Survey in 2005-2006 had a return rate of 85% which surpasses the 80% requested by the KHSAA.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>According to the information provided by the school, Marion County High has met the standards for Test 1 and Test 2 for the 2006-2007 school year. The possibility of meeting the standards for all the tests each year was discussed in the Gender Equity Committee meeting. The need to meet the standard for one test each year was also addressed at the meeting. The school offers 9 varsity, 4 j-v, and 3 freshmen teams for girls, and 9 varsity, 4 j-v, and 3 freshmen teams for boys. The school appears to be succeeding in meeting the interests of the student population. The Student Interest Survey in 2005-2006 had a return rate of 85%. The survey showed an interest in wrestling. If the 2007-2008 survey continues to show an interest in wrestling, the school should investigate and determine if this interest is appropriate and feasible for the school at this time. The Corrective Action Plan should reflect this investigation. Proper survey recipients and interest investigation procedures were discussed during the Gender Equity Committee meeting.</p> <p>The school's Permanent Title IX File consisted of Annual Reports and a Sports Information file. There were some athletic guidelines/policies, schedules, and recognition information in the Sports Information file. There was no meeting minutes. Minutes were taken at the Gender Equity Committee meeting during the Revisit. Copies of all minutes taken this year at Gender Equity Committee meetings should be sent to the KHSAA. The first on site visit occurred in November of 2002. Since that time the KHSAA has requested schools produce a number of guidelines/policies for Title IX equity and school documentation. The need for these policies was discussed with the Title IX Coordinator and during the Gender Equity Committee meeting. All district policies and plans that affect Title IX should be included in the school's Permanent Title IX File.</p>

Equipment and Supplies	X		Review of the uniforms during the Revisit showed equivalence for the male and female team uniforms. The school has a written uniform replacement policy that would insure that each athlete would receive a new uniform at least once every 4 years. According to the information on the 2007 Revisit forms T-71 and T-72, the school is currently spending approximately \$157 per female athlete, and \$152 per male athlete. Although this benefit is equitable at this time, this benefit can quickly become inequitable and therefore it is recommended the Gender Equity Committee monitor spending each year.
			There were three equipment storage areas with padlocks which the Athletic Director did not have a key for. This should be corrected. The Administration or Gender Equity Committee could not monitor equipment or storage rooms if needed as long as the storage areas are not accessible. All areas pertaining to athletics should be available to the Administration.
Scheduling of Games and Practice Time	X		Marion County High School has met the required Prime Dates and Prime Times for the 2006-2007 and 2007-2008 school years. The school needs to have a written schedule for all practice facilities. A copy should be given to each head coach and a copy should be placed in the Permanent Title IX File each year. This year a copy should be sent to the KHSAA.
Travel and Per Diem Allowances	X		The Gender Equity Committee should review and expand the current Travel and Per Diem guidelines. When this document is completed, a copy should be given to each head coach and each booster club as well as sending one to the KHSAA. A copy should also be kept in the school's Permanent Title IX File. As with any policy, this may need approval from the Site Based Council, Board of Education, etc. The school Title IX Coordinator should verify procedure and follow accordingly.
Coaching	X		All coaching salaries are equivalent, and all coaches are on campus. There are 7 female coaches at this time, and sports have equivalent numbers of coaches. When there are openings for coaches of female sports, all

Coaching Cont'd		<p>efforts should be given to hiring knowledgeable, experienced female coaches when possible.</p> <p>A copy of the coaches salary schedule should be sent to the KHSAA, and a copy kept in the Permanent Title IX File.</p>
Locker Rooms, Practice and Competitive Facilities	X	<p>The school has one gymnasium with seating for 2500. There were very attractive graphics and banners that displayed the names of all the schools that were consolidated into the present Marion County High School. There were 4 locker rooms adjacent to the gym. One was for male physical education students, one for boys basketball, one for female physical education students, and one for girls basketball. The boys and girls basketball locker rooms had full wooden lockers, carpet, tv/vcr, restrooms and showers. Both had graphics and pictures on the walls. The volleyball locker room is not adjacent to the gym and is in the process of being renovated. There will be full wooden lockers like the basketball locker rooms. A picture of the completed volleyball locker room should be sent to the KHSAA.</p> <p>The football stadium, track, soccer stadium, softball field, and baseball field are in excellent condition. New press boxes, restrooms, and concessions have been completed at the softball and baseball fields. The fields include lights, electric scoreboards, public address systems, block dugouts with roofs and benches. The softball field dugouts have safety fences. Both fields are outstanding. The softball field is scheduled to have an outdoor batting cage by spring. When this cage is completed a picture should be sent to the KHSAA. The swimming teams use the Lebanon Aquatic Center, the golf teams use Rosewood Golf Course, and the Cross Country uses a course on school property located behind the soccer field and softball field. The football and track locker room is located in the Fitness Center building near the football and track stadium. The school does not have a written locker room assignment sheet. All teams must be assigned a specific locker room. A copy of this should be given to all coaches, a copy kept in the school's</p>

Locker Rooms, Practice and Competitive Facilities Cont'd.		Permanent Title IX File, and a copy sent to the KHSAA. Offices were available for the football coach, boys basketball coach, and girls basketball coach. All coaches should have an area where they can make calls, do paperwork, store information, and have conferences with athletes. The school should designate areas for the coaches and keep a record of those designations.
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Medical and Training Facilities and Services	X		<p>The Fitness Center building has a large weight room. There were 37 stations with safety mats on the floor, plate racks, and dumbbell racks. All the bars were Olympic weigh with the exception of two e-z bars. There were some light weight plates, but the dumbbells were mainly heavy weights. There was only one small weight belt. There were two posted lists of female lifting achievements. For the weight room to be female friendly, more small weight belts, lighter weight bars, and more light weight plates should be purchased. The equipment machines should be properly fixed and maintained. There was concern that the weight room was in constant use by the football team. In season sports should have first consideration when scheduling the weight room. A usage schedule must be produced, posted on the wall/door of the weight room, a copy given to each coach, a copy kept in the Permanent Title IX File, and a copy sent to the KHSAA.</p>
			<p>The school has a trainer everyday from 2:30 p.m. until sports are finished. He is at all home games and practices, and away football games. He is located in the fitness center during the fall season and in a storage area in the gym in the winter season.</p> <p>The students have an opportunity for free physicals given in the summer for the following school year. Every effort should be made by the school to notify the parents about the free physicals.</p> <p>Laundry facilities are located in both the boys and girls basketball coaches offices, and in the fitness center for the football team.</p>
Publicity	X		<p>The school web site is updated daily with athletic news. The announcements are given about sports if sent in by coaches. The Administration should emphasis the importance of these announcements to all coaches. The Gender Equity Committee should monitor this and follow up on needed improvements. The school has beautiful trophy cases for each sport, and numerous pictures, plaques, lists, and banners displaying athletic accomplishments. The school has</p>

Publicity Cont'd			policies from each sport on lettering. The Gender Equity Committee should produce a policy/guideline that would encompass all aspects of awards and recognitions. This could include; letters and bars, banners, trophy displays, retired numbers/jerseys, pictures, banquets, etc.
Support Services	X		The school has one cheerleading squad. The Gender Equity Committee, Administration, and coaches should rework the existing cheerleading guidelines to reflect equity in events they attend. A copy of the new guidelines should be sent to the KHSAA and a copy kept in the Permanent Title IX File. Some of the sports have booster clubs and some don't. The booster club money is not kept on campus. The school should have a booster club agreement for each club, signed each year, on file. The school should have in place a process where spending by booster clubs is approved in advance. The Gender Equity Committee can monitor spending by reviewing the T-35 and T-36 Budget forms in each Annual Report sent to the KHSAA by April 15 of each year. Over all spending for the year 2006-2007 was \$997 per male athlete and \$1098 per female athlete.
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)

At the time of the first On Site Visit in 2002, no deficiencies were found. There were some recommendations made, such as: Additional storage, increase prime time, posted weight room schedule, resurface track and tennis courts, press box for softball, supplemental coaches salary schedule, and policies for per diem, awards, cheerleaders, booster clubs. The majority of these have been addressed in the school's Corrective Action Plans. School provided documentation and Revisit observations show enormous progress in identified actions. During the Gender Equity Committee Meeting of the school Revisit, Corrective Action Plans were discussed. Corrective Action Plans are vital for documentation of opportunities and benefits offered to the school's student athletes.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

None

7. KHSAA Recommended Action in relation to new deficiencies

The following are not considered deficiencies at this time, but must be addressed.

1. Please submit to the KHSAA, no later than **March 30, 2008**, a copy of a documented weight room schedule for both male and female athletes at your high school. This schedule should be provided to all head coaches and must be posted in view in your weight room and maintained for review within your school's Master Title IX File.
2. Please submit to the KHSAA, no later than **March 30, 2008**, a copy of an established policy with regard to determining who and when an athlete or team will be honored with banners, awards or recognition and what the school's adopted standard accomplishments must be in order to receive such recognition. A copy of this policy should be provided to all head coaches and a copy must be kept in the school's Master Title IX File.
3. Please submit to the KHSAA, no later than **March 30, 2008**, a copy of a school wide policy that addresses the school's equitable policy with regard to the travel and per diem allowances for both male and female sports. A copy of this policy should be distributed to all head coaches and a copy must be maintained in your school's Master Title IX File.
4. Please submit to the KHSAA, no later than **March 30, 2008**, a revised copy of the cheerleading selection policy which should include event attendance with regard to equitable performances for male and female sports. A copy of this should be provided to all pertinent head coaches and a copy must be kept in the school's Master Title IX File.
5. Please submit to the KHSAA, no later than **March 30, 2008**, a copy of a documented locker room assignment sheet for all sports teams. A copy of this document should be distributed to all head coaches and a copy must be maintained in your school's Master Title IX File.
6. Please submit to the KHSAA, no later than **March 30, 2008**, a copy of a documented usage schedule for all practice facilities. A copy of this document should be distributed to all head coaches and a copy must be maintained in your school's Master Title IX File.
7. Please submit to the KHSAA, no later than **March 30, 2008**, a copy of all Gender Equity Committee meeting minutes, and attendance logs for the 2007-2008 school year. A copy of the minutes for each year must be maintained in the school's Master Title IX File.

8. Please submit to the KHSAA, no later than **March 30, 2008**, a copy of the coaching salary schedule for the 2007-2008 school year. A copy should be maintained in the school's Master Title IX File.
9. Please submit to the KHSAA, no later than **March 30, 2008**, pictures of the completed volleyball locker room, and the completed outdoor batting cage for softball.
8. KHSAA Recommended Action in relation to reoccurring deficiencies

None

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Stacey Hall

District Level Title IX Coordinator: Stacey Hall

Name	Title	Telephone
Leah Mattingly	Student Athlete	270-692-6426
William K. George	Student Athlete	270-692-2673
Stacey Hall	Assistant Principal, Athletic Director, Title IX Coordinator	270-692-6066
Max Manning	Student Athlete	270-692-0573
Freddie Leathers	Teacher/Coach	270-692-4433
Wayne Keen	Central Office	270-692-7204
Janet Mattingly	Parent	270-692-6426
Alex Ackermann	School Board Member	270-699-2646
Beverly Thomas	Teacher/Coach	270-692-6505
Martha Spalding	Parent	270-692-3642
Taylor Schlosser	Principal	270-692-6066
Gordon Boccock	KHSAA Audit Team	859-299-1574
Reba Woodall	KHSAA Audit Team	859-299-1574

10. Comments

Marion County High School has excellent athletic facilities. They are in good condition and appear well maintained. Storage area is still on the school's Corrective Action Plan and should be addressed. The school was unable to unlock three storage rooms therefore it was impossible for the Revisit team to accurately assess all storage areas. The trainer's schedule should be made available to all athletes as it pertains to where the trainer is located during each sport season. The school has attempted producing documentation needed for equity and can complete the needed documentation with diligent cooperation.

It is apparent that school personnel, students, and community support Marion County High School's athletic endeavors. They seem willing and eager to help the school in maintaining and improving the athletic opportunities and benefits for all athletes. The Gender Equity Committee, with the incredible membership it has, will help the school reach and maintain equity though out the athletic department. In practice the school appears to be succeeding in managing an equitable athletic program. For continued long range success, documentation is needed as reflected in the requests for written policies.

A quorum was present for the Gender Equity Committee meeting.

No one from the community attended the Public Forum at 5 p.m.
The KHSAA Audit Team left the school at 5:25 p.m.