



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

(For schools re-visited during the 2015-2016 school year)

School: Mercer County High School
 Prepared By: Barbara Kok
 Date of Re-Visit: January 28, 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 No

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

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

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

Improvement Plan Summary Charts (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

Comments:

According to the information and data submitted on the 2014-15 Annual Report, it appears that Mercer County High School has not met the standard of Test 1 for the provision of athletic opportunities.

- 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 information and data submitted on the 2014-15 Annual Report, it appears that Mercer County High School has not met the standard of Test 2 for the provision of athletic opportunities.

- 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 information and data submitted on the 2014-15 Annual Report, it appears that Mercer County High School has met the standard of Test 3 for the provision of athletic opportunities.

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 conducted at Mercer County High School was April 11, 2014 with a 100% return rate.

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 information and data submitted, it appears that Mercer County High School has met the standard of Test 3 for the provision of athletic opportunities. The school currently offers 15 sport teams for male athletes and 17 sport teams for female athletes.</p> <p>The Title IX file was well organized and contained all materials.</p>
Equipment and Supplies	X		<p>Uniforms viewed appeared to be of mid to high quality and equivalent in quantity for like sports. There was written evidence of a 4-6 year uniform review and replacement policy in place.</p> <p>All other equipment viewed appeared to be equivalent in quality and accessible for all teams. A two-year expenditure for equipment and supplies shows approximately \$134 spent per male athlete and \$91 spent per female athlete.</p>
Scheduling of Games and Practice Time	X		<p>In the 2009 audit the number of competitive events for girls in certain sports appeared to be less than boys' teams. Schedules viewed at this time appeared to be equitable for all teams of like sports.</p> <p>Written schedules regarding the usage of shared facilities (MCHS gymnasium) appeared to be equitable for all teams. <u><i>It is recommended the indoor hitting facility located in the Sports Complex and golf driving range on campus be included on this schedule.</i></u></p>
Travel and Per Diem Allowances	X		<p>Written guidelines for travel and per diem were incomplete and should be expanded.</p> <p>See KHSAA recommendations.(a)</p> <p>Interviews with coaches and athletes indicated school buses were used for transportation to practice and competitions.</p>

			Coaches and Booster Clubs are responsible for making arrangements for overnight trips.
Coaching	X		<p>Board approved pay scheduled viewed appeared to be equivalent and showed parity for all sports.</p> <p>Discussion with the administrators emphasized the accuracy of reporting the number of coaches listed on the Annual Report to ensure parity for all. The current ratio of coach to athlete is 1:10 for males and 1:12 for female athletes. More than 50% of all head coaches are off campus but many are employed in the school system.</p> <p>Head coaches are evaluated post season by the Athletic Director using a standard form. The head coach also evaluates the assistant coaches using a standard form.</p>
Locker Room, Practice and Competitive Facilities	X		<p>Written plans regarding the scheduling of practice and competition appeared to be equitable for all teams.</p> <p>Volleyball and girls and boys' basketball teams share the new gymnasium at the high school campus. Girls and boys' basketball teams have additional practice gyms at the Elementary and Middle schools.</p> <p>The softball field is located on campus and baseball field is located at King Middle School. Amenities at both facilities appear to be comparable.</p> <p>Each soccer team has their own practice facility with competitive events held on the football field at King Middle School.</p> <p>Tennis has the use of 3 courts at King Middle School and 5 courts at Lions Club.</p> <p>The golf teams share a driving range located on campus and hold matches at Brightleaf Golf course.</p> <p>The archery team practice facility is housed in the Board Office gymnasium.</p> <p>Cross-Country host meets at Anderson Dean Park.</p> <p>A new 8-lane track facility has been constructed on site of the old Harrodsburg</p>

			<p>High. It is due to be completed this spring. Plans are being made to play all football games at this site in the fall.</p> <p>Written assignments for locker rooms and storage appear to be equitable for all teams.</p>
Medical and Training Facilities and Services	X		<p>Mercer County employs a full-time Athletic trainer who is present daily after school to provide service to all athletes. <u>It is recommended contact information and schedule for the trainer be posted on the training room door.</u></p> <p>Mercer County has an excellent weight training facility housed in the Sports Complex. There are three distinct areas equipped with appropriate free weights and Nautilus machines. The strength coach is responsible for developing a schedule that ensures equity for all athletes. <u>It is recommended that the schedule be posted in the weight training facility.</u></p> <p>Emergency plans for all athletic venues were viewed in the Title IX file.</p>
Publicity	X		<p>Mercer County sponsors one cheerleading squad that cheers at all home football and basketball games. They also cheer for all district, regional, and state competitive events. To ensure parity, performances of the dance team and pep band are scheduled with the Athletic Director.</p> <p>Written guidelines regarding banquets, banners, and letters appeared to be equitable for all teams. Criteria for retired jerseys on display were not included in the awards guidelines.</p> <p>See KHSAA recommendations (b)</p> <p>Interviews with coaches and athletes indicated all teams held post-season celebrations and awards ceremonies.</p>

Support Services	X		<p>All Booster Clubs must be recognized by the Board of Education and have signed agreements in the Title IX file. Fund raising is the responsibility of the Booster clubs. Monthly financial reports from the Booster Clubs to the principal provide for administrative oversight ensuring compliance with Title IX standards. The school has a handbook for all Booster clubs.</p> <p>Overall spending for a two-year period fall within acceptable parameters on both percentage and per athlete basis.</p>
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

*Construction of new track facility due to be completed spring 2016

*Upgrades to surface of soccer, football and baseball facility

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No deficiencies were observed.

7. KHSAA Recommended Action in relation to new deficiencies

Although not observed as deficiencies, the following recommendations should be addressed to ensure equitable benefits:

a.) Upon receipt of this report, please submit to the KHSAA no later than April 1, 2016 a written Travel and Per Diem policy developed by school administrators and the Gender Equity Committee that ensure parity for all. This policy should contain information for:

1. **MODE of transportation** (school bus, van, charter bus, i.e.)
2. **PER DIEM** Parameters for meal provision may be based on cost per meal or a total dollar amount for the day.
3. **HOUSING** for overnight stay. Parameters should include number of athletes per room and an estimated range of cost per room.

b.) Upon receipt of this report, please submit to the KHSAA no later April 1, 2016 guidelines established by the school administrators and the Gender Equity Committee pertaining to the criteria for selection and display of retired jerseys.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Donald Smith

District Level Title IX Coordinator: Stephanie Rogers

Name	Title	Telephone
Mackenzie Reister	Student athlete	859-733-7160
Ty Divine	Student Athlete	859-733-7160
Chris Souder	Coach girls basketball	859-733-7160
Terry Yeast	Coach girls and boys track	859-733-7160
Charlie Cox	Asst Athletic director	859-583-4341
Malissa Hutchins	Principal	859-733-7160
Stephanie Rogers	District Title IX coordinator	859-733-7000
D. Smith	Student Athlete	859-733-7160
Lily Rogers	Student Athlete	859-733-7160
Brennan Walton	Student Athlete	859-733-7160
Rebekah Upchurch	Student Athlete	859-733-7160

Marta Robins	Parent	859-733-6160
Dennis Davis	Superintendent	859-325-3170
Kathy Johnston	KHSAA	859-494-2509
Barbara Kok	KHSAA	859-361-2044

9. Comments

Mercer County High School is to be commended for the major improvements to their athletic facilities. They should also be commended for the number of students who participate in the Gender Equity Committee.

No one attended the Public Forum.