



KHSAA TITLE IX RE-VISIT  
FINAL AUDIT REPORT

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

School: **Model High School**  
 Prepared By: **Reba Woodall**  
 Date of Re-Visit: **January 7, 2008**  
 Telephone Number of Reviewer: **(859) 299-5472**  
 Reviewed By: **Larry 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)

	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 Model High School, it appears the school has not met the standard for Test T-1 for the 2006-2007 school year. The school showed 4% difference.

- 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 Model High School, it appears the school has not met the standard for Test T-2 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 Model High School, it appears the school has met the standard for Test T-3 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: According to the data submitted by Model High School, the return rate for the 2005-2006 Student Survey was 100%. This far exceeds the KHSAA requested 80% 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 the information submitted by the school, Model High School appears to have met the standard for Test T-3. The standards for each of the three opportunities tests were discussed in the Gender Equity Committee Meeting.</p> <p>The school's permanent Title IX file was in good order. Committee meeting minutes for this school year were included in the Title IX file. The school had a handbook for athletes and one for coaches as well as a packet for new parents and athletes given at enrollment.</p>
			<p>The first on site visit by the KHSAA occurred in 2000. Since that time the KHSAA has requested schools to produce a number of policies for Title IX equity and school documentation. Model High School was well prepared with most of the requested policies.</p> <p>A copy of the school's Permanent Title IX File should be kept in the Principal's office for easy access since it is a legal public record document.</p>
Equipment and Supplies	X		<p>Review of the uniforms during the Revisit showed equivalence for the male and female team uniforms. The school has a written uniform purchase/replacement policy based on a three year rotation. According to the information on the 2006-2007 T-35 and T-36 Budget Forms, the school is spending approximately \$123 per female athlete and \$145 per male athlete on equipment and supplies. Purchasing was discussed during the interview sessions. The administration, and Gender Equity Committee should closely monitor the spending in this area. The school does not offer football and since the numbers of participants are almost equal for males and females, the spending in this area should be close to equal. Any large differences should be addressed.</p>

Scheduling of Games and Practice Time	X		Prime dates for girls' basketball equal 63% for the 2007-2008 season. There is a master schedule for all practices for all facilities. The school has one gymnasium for all practices and games.
Travel and Per Diem Allowances	X		At this time Model High School does not have a written Travel and Per Diem policy. The information on the 2006-2007 T-35 and T-36 Budget forms shows that \$44 per female athlete and \$62 per male athlete is spent by the school for travel. This difference is not large but shows a need for a written policy and a need for close monitoring by the Administration, and Gender Equity Committee.
			This benefit can quickly become inequitable without close review.
Coaching	X		The salary schedule for coaches was in the Permanent Title IX file. Although the salaries are low they are equitable. There are more coaches for male teams on campus than for female teams. The availability of a coach to his/her athletes is a great benefit. When coaching vacancies for female teams occur, effort should be made to employ knowledgeable, experienced females for those positions.
Locker Rooms, Practice and Competitive Facilities	X		Indoor facilities include one gymnasium with one boys locker room and one girls locker room. The locker rooms are equitable. The school also used the Natatorium at ECU for the swimming teams. The locker rooms at the pool are adequate. During the Revisit a heater/blower was not working in the girls' locker room. That should be fixed as soon as possible.  The outdoor facilities include tennis courts, soccer field, softball field, baseball field, and track. The Arlington Golf course is used by both teams. The ECU tennis courts are used by both teams. The track teams use the ECU track when available. The soccer teams use the same field which is located about 5 minutes away from the high school campus. The field is on ECU's campus. The field is well fenced. There are restrooms and storage area in a building by the field. They use portable bleachers. There are no lights, no scoreboard,

Locker Rooms, Practice and Competitive Facilities Cont'd			no press box, no public address system, and no water fountain. The softball and baseball fields are adjacent to the school building. The dugouts for both are cement block with shingle roofs. They share the outfield and use a portable outfield fence for home games. There is a scoreboard, and portable bleachers. There are no lights, press box, or public address system. The baseball and softball facilities are equitable.
Medical and Training Facilities and Services	X		The school does not have a trainer or training room. Since neither male nor female athletes have access to a trainer there is no inequity. Although this is not a Title IX issue, the fact that the school is without a trainer should be a concern for the school. This issue should be addressed by the administration.  There are two training rooms at EKU that can be used by the high school. Weight training can increase strength so that skill development occurs at a faster rate than without weight training. This greatly benefits high school programs with limited seasons. An arrangement with EKU should be worked on for high school usage of these facilities. When arrangements are worked out, a usage schedule must be posted so that all coaches and athletes are aware of it.
Publicity	X		School colors and graphics make the gymnasium a welcoming place to be. There are banners in the gymnasium for all sports and wall charts for individual accomplishments by athletes. A bulletin board in the foyer of the gym has posted schedules for all sports in the current season. The main hall of the school has cases displaying trophies from all sports. The current awards policy should be reviewed with the purpose of combining all awards in one policy. This could include end of the year awards, bars and letters, banners, trophy displays, retired numbers or jerseys, etc.
Support Services	X		The school has one cheerleading squad which cheers for equal numbers of girls and boys games. This equity should be in all aspects of the current cheerleading selection policy.  The school has one office for coaches to use. The office is the Athletic Directors office which has an extra desk and table space. There is a
Support Services			

Cont'd			<p>phone available.</p> <p>The school has one large storage room for uniforms and equipment. This is used by all coaches and is located in the gymnasium beside the Athletic Director/coaches' office. There are also eight large wooden lockers for equipment storage located within the area of the Athletic Director's office.</p> <p>The school does have a booster club policy. At this time the policy is not signed by each club. During the interview session of the Revisit it was learned that the majority of the clubs have their money in school accounts. Since they all <u>do not go through the school administration</u> for spending, the Administration and the Gender Equity Committee should review the spending process for all athletics and if changes are needed, implement necessary changes. A new booster club policy that requires a yearly signature from the booster presidents, should include spending procedures.</p> <p>Overall spending for athletics has shown the difference of \$50 or more has been spent on male athletes than female athletes for each of the last three years. The main areas where the differences occur are in equipment and supplies, travel, and awards. The Administration, and the Gender Equity Committee should closely monitor all spending. With the athletic participation between males and females almost equal, spending should reflect those numbers.</p>
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)

After the first on site visit in 2000, the KHSAA asked for improvements to the softball field. This was included on all Corrective Action Plans until the new field was completed.

Areas the school addressed on the Corrective Action Plans have included; facility improvements, uniform rotation plan, staffing, student athlete role, extra curricular activities, involvement of students, parents, and faculty, and booster/school funds. Corrective Action Plans have been comprehensive, and on going plans are included in following years' plans.

Revisit observations show progress in identified actions. The importance of corrective action plans was discussed in the Gender Equity Committee Meeting. Corrective Action Plans show the school's commitment to athletic equity.

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 the time, but they need to be addressed.

1. Please submit to the KHSAA, no later than **April 15, 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 you school's Master Title IX File.
2. Please submit to the KHSAA, no later than **April 15, 2008**, a copy of a booster club agreement that includes school spending procedures as well as a signature line for the booster club president. Copies of this agreement should be discussed with and signed by each booster club president and kept in the school's Master Title IX File.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

None

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Barb Shafer

District Level Title IX Coordinator: Barb Shafer

Name	Title	Telephone
Barb Shafer	AD/Coach/Title IX Coordinator	859-622-1035
Susan Smith	Girls Tennis Coach	859-625-1873
Kaylyn Pratt	Student	859-623-9268
Matt Schumann	Student	859-624-4100
Michael Daniel	Student	859-626-0497
Emily Borgmeier	Student	859-200-5587
Katelyn Robbins	Student	859-893-6139
Anders Kizzs	Student	859-314-2144
Emily Lowe	Student	859-624-2518
Deanna Johnson	Student	859-623-9293
Tim Cahill	B/G Swimming Coach/Parent	859-623-8320
Kelli Bromley	Girls Softball Coach	859-200-6088
Keith Daniel	Boys Basketball Coach Parent	
Frances Johnson	Parent	859-582-3060
Teresa Lowe	Parent	859-624-2518
Amy C. Hughes	Parent	859-626-7985
Amy Childers	Parent	859-200-9037
Kenna Middleton	Parent	859-624-2364
Bobby Barton	Former Parent	859-622-2259
Wes Scarberry	Boys Basketball Coach	859-421-9636
Adrian Nix	Assistant AD/Boys Golf Coach	859-358-2809
Gordon Bocock	KHSAA Audit Team	859-299-5472
Reba Woodall	KHSAA Audit Team	859-299-5472
Darren Bilberry	KHSAA Assistant Commissioner	859-299-5472

10. Comments

Model High School is affiliated with Eastern Kentucky University. The high school is allowed to use the university's facilities for those they do not have but the schedules reflect the university's needs first. This is understandable but can make scheduling harder to accomplish or at least scheduling that is not as favorable for the high school as it would be if they had their own facilities. EKU does an excellent job of maintaining the outdoor facilities for the high school. Continued discussion and compromise will be necessary by both schools for athletic department development and gender equity.

The high school's outdoor facilities are new and in good condition although lacking a number of useful items, such as lights, public address systems, etc. The gymnasium is older but well maintained. When entering the gym it is apparent that athletics is important to Model High School. Energy and excitement is almost tangible. School personnel, students, and community seem willing and eager to help the school maintain



and improve the athletic opportunities and benefits for all athletes.

The school was well prepared with documentation, access to all facilities, and help from school personnel for the KHSAA on site revisit. The athletic department appears to be succeeding in managing an equitable athletic program. With a few simple changes, documentation, and close monitoring of spending by the Administration and Gender Equity Committee, long range equity success is attainable.

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 5:30 p.m.