



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

**(For schools re-visited during the 2010-2011 school year)**

School: Morgan County High School  
Date of Re-visit: September 22, 2010  
Prepared By: Gordon Bocock  
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)

x	A	Substantial Proportionality
	B	History and Continuing Practice Of Programs Expansion
	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, it appears that the school has met the standard of T-1 for the years 2007-2010. The school is to be commended for its ratio of female participation.

- 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, it appears that the school has not met the standard of T-2 for the years 2007-2010.

- 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, it appears that the school has not met the standard of T-3 for the years 2007-2010. The ongoing plan to address the indicated interest in girl's soccer could make future compliance of Test 3 likely. The Gender Equity Review Committee needs to document all the steps taken to see if the interest in soccer is real and genuine.

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, the most recent Student Interest Survey was conducted during the 2009-2010 school year. Students in grades 8-11 were surveyed with a 91 % return. It appears that the school is meeting the interests of the student athletes at Morgan County High School. The Gender Equity Review Committee Title IX File contains no minutes to verify actions taken to verify student interest. Therefore minutes of all future committee meetings are to be sent to the KHSAA with the Annual Reports.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	x		According to the data submitted for Test 3 the school is meeting the interests of the student athletes at Morgan County. The Gender Equity Review Committee Title IX File contains no minutes to verify actions taken to see if any student interest is legitimate.. <u>Minutes of all future committee meetings are to be sent to the KHSAA with the Annual Report.</u>
Equipment and Supplies	x		Uniforms appeared to be equivalent in quality and quantity for all sports. There was a written rotation plan in place for uniform purchase and re-placement. <u>The Uniform Rotation Policy needs to be reviewed by the Gender Equity Review Committee on an annual basis and a copy of the policy should be placed in the permanent Title IX File and the Morgan County Athletic Handbook. Copies of all action should be reflected in the Gender Equity Review Committee minutes.</u>
Scheduling of Games and Practice Time	x		Interviews with Coaches and Administrators indicated an equitable usage and scheduling of facilities, however no written plan was in place. The Gender Equity Review Committee needs to come up with a written plan and it should appear in the permanent Title IX File and the Morgan County Athletic Handbook. Copies of all action should be reflected in the Gender Equity Review Committee minutes.  During the first school audit in March of 2002 Morgan County was deficient in this area.  It appears the school is currently meeting the standard requirement for girls prime time play in basketball. The committee is reminded that keeping the schedule in compliance is a never ending project and scheduling must be reviewed on an annual basis.
Travel and Per Diem Allowances	x		Transportation is provided to all contests and to practice facilities located off campus.  During the first school audit in March of 2002 Morgan County was deficient in this area. After interviewing athletes and coaches it appears that the school has improved in this

			<p>area however the school does not have a written guideline regarding per diem that would insure equity.</p> <p>The Gender Equity Review Committee needs to meet and <u>develop a Travel Policy</u> that would include all aspects of travel. Current school board and/or site based travel polices should be included. <u>A copy of the policy should be placed in the permanent Title IX File and the Morgan County Athletic Handbook. Copies of all action should be reflected in the Gender Equity Review Committee minutes.</u></p>
Coaching	x		<p>This another area where Morgan County was deficient in 2002, but they have since improved.</p> <p>Students interviewed appeared to be very positive about the coaches at Morgan County High School. The ratio of athletes to coach appears to be fair and comparable. Coaches appear to be accessible and available to the needs of the athlete. The school is to be commended for the number of 'on campus' coaches for the sports programs. <u>The Gender Equity Review Committee needs to look at the T-35-T-36 forms and the column on Coaches Salaries and only report the salaries given each coach for coaching high school athletics at Morgan County High School.</u></p>
Locker Rooms, Practice and Competitive Facilities	x		<p>The Gender Equity Review Committee needs to tour of all the Morgan County High School Athletic Facilities. Included in this tour should be a visit to each of the dressing rooms used by the student athletes. The committee needs to look at the current usage of the locker rooms and make sure that all the student athletes have a locker room assigned to their respective sports. Student interviews revealed that the football team was using the weight room as a dressing room which meant that very little activity could take place during the fall season as well as the spring practice season. There is one dressing room not used on a regular basis. <u>A copy of the locker room assignments should be placed in the permanent Title IX File and the Morgan County Athletic Handbook. Copies of all action should be reflected in the Gender Equity Review</u></p>

			<p><u>Committee Minutes.</u></p> <p>The practice and competitive facilities have vastly improved since the school's first Title IX Audit. The baseball and softball complex is excellent and the school is to be commended not only for the improvements, but for their plans to further develop these facilities.</p>
Medical and Training Facilities and Services	x		<p>Interviews with the athletes and the coaches revealed that the student athletes are on equal terms when it comes to athletic physicals. The Gender Equity Review Committee needs to make sure that the Weight Training Room is a part of their guided tour. There is no posted schedule of this facility and with it being used as a football weight room it would be extremely tough to get a usage schedule that would be fair to all involved. The weight room needs to be inspected for several safety issues as well. A copy of the usage schedule for the Weight Training Room should be placed <u>in the permanent Title IX File and the Morgan County Athletic Handbook. Copies of all action should be reflected in the Gender Equity Review Committee Minutes.</u></p>
Publicity	x		<p>The school gives equal representation to all the boys and girls sports.</p> <p>It appears the school is in compliance in regard to cheerleaders, bands and mascots being represented equally at all boys and girls athletic events.</p> <p>At the present time Morgan County High School needs to devise an equitable awards policy. The Gender Equity Review Committee needs to establish a policy that would include all aspects of awards (team recognitions, individual recognitions, banners and other public display of honors, hall of fame). <u>A copy of the policy should be placed in the permanent Title IX File and the Morgan County Athletic Handbook. Copies of all action should be reflected in the Gender Equity Review Committee Minutes.</u></p>
Support Services	x		<p>The population of the student athletes at</p>

			Morgan County High School is 49% female and 51% male. During the last annual report the overall spending between males and females appeared to be in compliance. This was an improvement over the previous two years when the male spending was well over \$100.00 per-athlete compared to the girls. The Gender Equity Review Committee needs to keep a close eye on spending to assure that the school stays in compliance in this area.
Athletic Scholarships	N A		Does not apply to Morgan County High School.
Tutoring	N A		Does not apply to Morgan County High School.
Housing and Dining Facilities and Services	N A		Does not apply to Morgan County High School.
Recruitment of Student Athletes	N A		Does not apply to Morgan County High School.

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

Morgan County High School is to be commended for the corrective action they have taken since the original Title IX Self Audit in the 1999-2000 school year. Although not deficient in these areas, Morgan County High School needs to address the following area of concern.

- Scheduling of Games and Practice Times.  
This is an area where the school has set forth corrective action and is in compliance, however the corrective action taken needs to be documented in Gender Equity Review Committee minutes.  
 At the time of the last audit several boys' teams were receiving a per-diem for meals while only one girl's team received said per-diem. There were some other budget concerns as well. There needs to be a written policy of all aspects dealing with Travel and Per-Diem.
- Coaching.  
 At the time of the original audit there were several overlapping coaching assignments. There is no documentation in the minutes to give us direction on how this corrective action was put in place but this does appear to be an area where Morgan County is now in compliance. Documentation of coaching duties needs to be clear and maintained by school personnel and kept on file.
- Publicity

The . Again the Gender Equity Committee minutes reflect nothing as to what type of steps the school put in place to bring the school back into compliance. After the interviews of athletes and coaches there appears to be no problems in this area at this time.

**6. Observed Deficiencies in Overall Girls and Boys Athletics Programs**

At the time of the second Title IX Audit of Morgan County High School we are pleased to report areas that are deficient. Even though the school needs to do a much better job of documenting what is going on with the Gender Equity Review Committee, the school is going in the right direction. It is very evident that Corrective Action was implemented and the school is to be commended for the steps they have taken.

**7. KHSAA Recommended Action in relation to new deficiencies**

- Minutes of all future committee meetings are to be sent to the KHSAA with the Annual Yearly Reports.
- The Gender Equity Committee needs to document all the steps taken to see if the interest in soccer is real and genuine.
- The Gender Equity Committee needs to meet and develop a Travel Policy that would include all aspects of travel. Current school board and/or site base travel polices should be included in this policy. A copy of the policy should be sent to the KHSAA with the Annual Yearly Report.
- Review the current locker room assignments and prepare a listing that would assure that all the athletes have a safe and secure place to prepare themselves for daily practice and/or competition. A copy of the assignments should be sent to the KHSAA with the Annual Yearly Report.
- Prepare a Weight Room Usage schedule and have it posted on the weight room door. A copy of the schedule should be sent to the KHSAA with the Annual Yearly Report.
- The Gender Equity Committee needs to meet and establish a policy that would include all aspects of awards (team recognitions, individual recognitions, banners and other public display of honors, hall of fame). A copy of the policy should be sent to the KHSAA with the Annual Yearly Report.

**8. KHSAA Recommended Action in relation to reoccurring deficiencies**

Morgan County High School had their first Title IX Audit on March 27, 2002 and at that time the school had four areas noted as deficient.

- Scheduling of Games and Practice Time.
- Travel and Per Diem Allowances.
- Coaching.
- Publicity

Morgan County High School had their second Title IX Audit on September 22, 2010 and the KHSAA Audit Team discovered that all four of the areas that were previously deficient are now in compliance. No deficiencies were noted in any area at this time.

**9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING**

High School Title IX Coordinator: Ralph Wesley Hamilton  
1552 Coffee Creek Road  
West Liberty, Kentucky 41472  
606-369-1901

District Level Title IX Coordinator: Darren Sparkman  
Box 812  
West Liberty, Kentucky 41472  
606-495-5133

Name	Title	Contact Number
Ralph W. Hamilton	Athletic Director	606-369-1901
Joseph Gamble	Principal	606-743-8052
Patty Hutchison	School Board Member	606-743-7412
Keith Linkous	Cross Country Coach/Parent	606-743-4192
Deatrah Barnett	Superintendent	606-743-8002
Darren Sparkman	District Title IX Coordinator	606-743-8002
Zach Bartley	Male Student Athlete	606-743-1856
Lindsey Fugate	Female Student Athlete	606-743-9120
Jeffrey S. Brown	Girls Basketball Coach	606-743-4260
Kathy Johnston	KHSAA Audit Team	859-299-5472
Gordon Bocock	KHSAA Audit Team	859-299-5472

**10. Comments:** There was no one that showed up for the public meeting. The KHSAA Audit Team would like to thank everyone involved with this Audit for the warm welcome we received. The time schedule was observed and everything went smoothly because the Athletic Director had things organized and in place. The uniforms were laid out and easy to observe and the schools Title IX file was well organized and easy to find the necessary documents. Mr. Hamilton and Mr. Gamble were very helpful and answered all questions as we toured the athletic facilities. The two students we that we talked with were well informed with Gender Equity issues and have attended meetings and have seen the various reports. These two student athletes have really enjoyed the time they have spent at Morgan County High School. The female coaches were very responsive and are well pleased with the progress that Title IX has made at Morgan County High School. The Gender Equity Committee members were very receptive to recommendation and concerns the Audit Team presented to them.