



## TITLE IX FINAL AUDIT REPORT

(For schools visited during the 2000-2001 school year)

School: **Nicholas County High School**

Reviewed By: **Martha Mullins**

Date Of Visit: **February 28, 2001**

Telephone Number of Reviewer: **(859) 269-3394**

### 1. Completed Required Forms

GE-19 Yes  No

Survey Student Interest Form Yes  No

Summary Forms T-1 Thru T-41 Yes  No

Corrective Action Plan (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
	C	Full and Effective Accommodation of Interest and Abilities

Because of incorrect calculations on Forms T-1, 2, 3 and 4, assessment for compliance with the opportunities component was not feasible.

A.) If Substantial Proportionality is chosen; does it appear that the school has performed the calculation correctly?

Yes  No

(If No, include in comments section and analysis of what is incorrect in the calculation.)

Comment:
N/A- School personnel were instructed on the correct way to complete Form T-1.

B.) If History and Continuing Practice Of Program Expansion are chosen; does it appear that the school has performed the calculation correctly?

Yes  No

Comment:
N/A- School personnel were instructed on the correct way to complete Form T-2.

C.) If Full and Effective Accommodation of Interest and Abilities is chosen, does it appear that the school provides opportunities in areas of students' interest?

Yes  No

Comment:
N/A- School personnel were instructed on the correct way to complete Forms T-3 and 4.

**1. Has the school properly surveyed its student body to accurately assess the interests and abilities of its students?**

Yes  No

Comment:
The survey was administered to a random sample of students in grades nine through twelve according to the percentage of students enrolled in each grade level. School personnel now recognize that perhaps the survey would have been more valid if eighth grade students had been included rather than the twelfth grade, and if the survey form had been distributed to more of the student body. In addition, responses to questions eight and nine were not tabulated completely, which would have provided insight into the reasons for the lack of sports participation by some students.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities		X	Due to incorrect calculations, it was not possible to evaluate this factor by means of any of the three tests.
Equipment and Supplies	X		<p>School personnel were instructed on how to complete Forms T-8 – T-10. Data on Form T-5 submitted by coaches should be reflected on those forms, thereby creating opportunities for administrative oversight and consensus on the definition of “quality”.</p> <p>Booster organizations buy shoes for girls’ and boys’ basketball teams.</p> <p>The school purchases practice uniforms for both basketball teams.</p> <p>The school district’s Council has generated a policy on rotation of game uniform purchases, which permits new uniforms every four years for each team.</p>
Scheduling of Games and Practice Time	X		School personnel were advised to complete and reconcile the data on Form T-12 with those on Form T-11 submitted by the coaches, and to place the revised forms in the school’s permanent Title IX file.
Travel and Per Diem Allowances	X		The imbalance of AWAY competition was a by-product of district scheduling and did not appear to be a gender equity issue. Meals were provided only to those teams or individuals qualifying for state championship competition and were funded by revenue from those competitions. Pre-and post-game meals are a function for parents and fans that organize any such events for themselves.
Coaching	X		Any evaluation of this factor would be premature due to the omission of data on salaries and years of experience for some coaches. No Form T-17 was submitted for girls’ basketball and for softball.

<p><b>Locker Rooms, Practice and Competitive Facilities</b></p>	<p>X</p>	<p>Locker rooms for both basketball teams were recently refurbished and updated identically. The football team uses the weight room as a locker room. No other teams have locker rooms.</p> <p>The softball field has been completed and appears to have a satisfactory playing surface, with the exception of the area around first base, which needs some attention on grading and drainage. Foul poles and dugout benches are under construction currently. If feasible, a flagpole could be added to coincide with that furnished for the baseball field. The addition of a press box should be considered in long-range planning.</p> <p>Even though there is interest indicated among female students to participate in volleyball, the gymnasium's ceiling and the width of its floor is not conducive to play.</p> <p>Female students also indicated an interest in soccer. However, due to heavy use of the football field by county school and community teams, its use for soccer play does not appear feasible. Property for construction of additional field space was reported not to be available for soccer or for the provision of a tennis facility.</p> <p>There is a central space assigned for uniform storage. Equipment storage space needs are being addressed.</p>
<p><b>Medical and Training Facilities and Services</b></p>	<p>X</p>	<p>The school has contracted with a medical/athletic training service to provide consultation once a week to all student-athletes requiring attention. Service is provided also for HOME football games due to the nature of the sport. Other athletic training duties are performed or supervised by the coaches.</p> <p>The weight room is scheduled by the coaches and coordinated around the use of the weight room for dressing space for football. Form T-28 from the coaches was not submitted, however school personnel reported there was no dissatisfaction with the schedule. The school was requested to post a schedule of use to better document the weight room's use by all athletes. It was</p>

			suggested that coaches be surveyed regarding future weight room purchases to better insure that all physical training needs are being addressed.
<b>Publicity</b>	<b>X</b>		It was recommended to school personnel that efforts are made to provide Spirit Support for another girls' sport, and that ceremonial activities be added to girls' softball games in keeping with the sport's tradition.
<b>Support Services</b>	<b>X</b>		No coaches have offices. Clerical Assistance is available through the office of the Assistant Principal/Assistant Athletics Director.
<b>Athletic Scholarships**</b>	<b>N/A</b>		
<b>Tutoring**</b>	<b>N/A</b>		
<b>Housing and Dining Facilities and Services **</b>	<b>N/A</b>		
<b>Recruitment of Student Athletes**</b>	<b>N/A</b>		

**5. Brief Summary/Analysis of The Corrective Action Plan (T-60)**

The school cited two areas for corrective action:

1. The addition of a Fall sport for girls if interest is sufficient:  
Action on this item will depend on the results of further surveying to be completed in the 2000-2001 school year.
2. The scheduling of more girls' basketball games in prime time:  
Action on this item is taking place currently as the scheduling of basketball games in the district is being completed.

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

It would be premature to identify any deficiencies prior to the resubmission of data addressed in item 8 below.

**7. Facility Recommendations or Concerns**

There is a need for dressing space for the outdoor sports with accompanying storage space.

8. **KHSAA Recommended Action**

- Notify Office Of Civil Rights and Request Federal Investigation of Possible Violations
- Notify Equity Division and KBE of Potential Title IX Violations
- Suspension From the Association
- Prohibition From Post Season Play
- Probation For
- Fine In The Amount of \_\_\_\_\_
- None At This Time
- School shall submit the following additional information:

**(Selection of Cheerleaders)** On or before **April 15, 2001**, the school is requested to provide information to the KHSAA concerning the manner in which cheerleaders are selected for boys and girls' teams. If cheerleaders are selected in such a way as to result in arguably better (i.e. "A" team vs. "B" team) cheerleaders performing at boys' events, the school shall also submit a plan under which cheerleaders of equal ability shall perform at an equal number of boys' and girls' games in comparable sport (i.e., boys' varsity and girls' varsity basketball game).

**(Prime Time Contest/Girls' Basketball)** On or before **April 15, 2001**, the school is requested to provide information to the KHSAA concerning the number of "prime time" games scheduled (games on Friday and/or Saturday nights) for its girls' varsity basketball team during the 2000/2001 season. To the extent that a fewer percentage of girls' games are played during prime times (when compared with the percentage of boys' games scheduled for prime times), the school shall advise the KHSAA of action it intends to take to immediately correct the difference.

**(Accommodation of Interests and Abilities)** On or before **April 15, 2001**, school personnel shall resubmit Forms T-1, 2, 3, and 4, to the KHSAA office with data from the 1999-2000 school year

**(Equipment and Supplies)** On or before **April 15, 2001**, school personnel are requested to resubmit Forms T-6, 7, and 8-10, to the KHSAA office with data from the 1999-2000 school year.

**(Athletics Expenditures)** On or before **April 15, 2001**, school personnel shall resubmit Forms T-35 and 36, to the KHSAA office with data from the 1999-2000 school year.

**(Coaching)** On or before **April 15, 2001**, school personnel is requested to resubmit Forms T-18, 19, 20, 21, 22, 23, 24, and 25 with complete data for the 1999-2000 school year that has been reconciled with data from Form T-17 submitted by the coaches. A statement should be included that confirms Form T-17 for girls' basketball and for softball have been completed and are included in the school's permanent Title IX file.

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

**High School Title IX Coordinator: Bobby Storie, Nicholas Co. High, (859)289-3780**

**District Level Title IX Coordinator: Pam Randolph, Nicholas Co. Bd. of Ed., (859)289-3770**

<b>Name</b>	<b>Title</b>	<b>Telephone</b>
Diana Phillips	Basketball Booster President	859-289-5018
Bobby Storie	Athletic Director/ Boys Basketball Coach	859-289-3780
Theresa Hammonds	Assistant Principal Assistant Athletic Director	859-289-3780
Doug Bechanan	Principal	859-289-3780
Martha Mullins	KHSAA Auditor	859-269-3394
Nikki Smoot	Girls Basketball Coach	859-289-3785
Gary W. Lawson	KHSAA	502-875-3817

**Comments:**

1. School personnel were advised to review all forms in the school's permanent Title IX file for accuracy, signatures, and dates in order to improve the documentation of its gender equity assessment.
2. Given the space available, the purchase of a Universal machine for physical training would greatly enhance opportunities for strength training.

The public comment session did not materialize. A local newspaper photographer did attend and took a photograph of the Gender Equity Review Committee and the KHSAA Audit Team at the conclusion of the meeting.

# Kentucky High School Athletic Association

## MEMORANDUM

To: Principal, Superintendent, Athletic Director

From: Louis Stout, Commissioner  
Brigid L. DeVries, Executive Assistant Commissioner



Date: March 13, 2001

Subject: KHSAA Title IX Final Audit Report  
2000-2001 School Year

Enclosed please find a copy of your school's Title IX KHSAA Audit Report for the 2000-2001 school year. Please pay particular attention, as you review the report, to the fact that the reviewer may have requested, by a certain date, additional information to properly assess your athletics program. In addition, fines and/or penalties may also be imposed.

At this time you are probably aware of the required Title IX Forms to be submitted by April 15, 2001. They include the following: GE19, T1, T2, T3, T4, T41, T60, T63. Most importantly the 2001 Corrective Action Plan (T-60) needs to be updated on an annual basis.

Should you have specific questions regarding the content of your 2000-2001 final report, please contact the person who reviewed your Audit Document.

Thank you for your work in this very important project.