



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

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

School: North Oldham High School
 Prepared By: Gary Lawson and Kathy Johnston
 Date of Re-Visit: November 20, 2015
 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)

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 rosters and data submitted, the school has met the standard established by Test #1 for the provision of athletic opportunities during the 2014-15 school year. The 2014-15 Annual Title IX Report shows that the percentage of participation for females was 44.7%. The Title IX Internal Audit Summary for the 2014-15 Annual Report shows that the school's tolerance level for meeting Test #1 is 2%.

- 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: The rosters and information submitted indicates that the standard established by Test #2 for the provision of athletic opportunities was met during only one of the past three (3) school years. The T-2 form in the 2014-15 Annual title IX report shows that nine (9) total girls' teams were added during the past five (5) years and the addition of those teams has increased the percent of participation for females by 22.5%.

- 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: The data and responses submitted on the T-3 forms in the Annual Title IX Reports give strong indication that the standard established by Test #3 is currently being met. The responses on the T-3 form appear to be supported by the information found in the most recent Student Athletic Interest Survey. The school currently offers 22 teams for female participation compared to 19 for male participation.

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 information submitted in the 2013-14 Annual Title IX Report, an 85.4% completion rate was received on the most recent Student Athletic Interest Survey.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>Both the November 15, 2005 and the October 13, 2009 Title IX School Visit Reports rated the Accommodation of Student Athletic Interests to be satisfactory. At the time of both visits, the school appeared to meet the standard established by Test #3 for the provision of athletic opportunities. Annual Title IX Reports submitted to the KHSAA for the past three (3) years give strong indication that in 2014-15 the school was meeting the standard established by both Test #1 and Test #3. It should also be noted that during the same year the school was within 2.5% of meeting Test #2. The reports show a consistent pattern of the school taking steps to address student interests. It was revealed during this review that there were errors on the team rosters submitted to the KHSAA. School personnel were reminded that accurate rosters are now the basis of the total Title IX evaluation. It is incumbent upon the school to take every measure to insure accuracy in this endeavor. (see page #2 of this report for a detailed explanation for all three opportunities tests). During this visit the school's current Title IX file was reviewed. The information appeared to be both comprehensive and well organized.</p>
Equipment and Supplies	X		<p>Both the 2005 and the 2009 Title IX school visit report designated this benefit category to be satisfactory. Both reports documented that at the time of each visit, the school did not have a uniform review/rotation and/or replacement plan in place. Information provided during this visit showed that the school had a uniform review plan in place which documented that all 'like' sports had equal cycles for replacement. The plan also showed that the boys and girls tennis, golf, and swim team uniforms were replaced annually. All the uniforms reviewed during the visit were</p>

			of high quality and appeared to be supplied in equitable quantities. Data submitted in the 2013-14 and 2014-15 Annual Title IX reports show that spending for equipment and supplies showed parity for both genders.
Scheduling of Games and Practice Time	X		Both the previous Title IX school visit reports rendered this benefit category to be satisfactory. A review of all team game schedules showed that the number of competitive events scheduled for 'like' sports was comparable. Facility usage schedules showing parity were provided for all shared athletic venues. These venues included two (2) gymnasiums, outdoor field #1 which is shared by football, soccer, lacrosse, outdoor field #2 which is shared by field hockey and soccer, and outdoor field #3 which is the 'overflow' practice facility when fields #1 and #2 are occupied. The schedules provided gave strong indication that all venues were assigned with gender equity as a priority. The scheduling of athletic events during the most optimal playing time was discussed during the visit. School officials were commended for the provision of parity regarding this benefit.
Travel and Per Diem Allowances	X		The two (2) previous Title IX visit reports deemed this benefit category to be satisfactory. The 2009 report did request that the school develop equitable written guidelines for provision within this category. Written guidelines addressing equitable provision for this benefit category were found in the Title IX file. These regulations were not as specific in regard to the mode of transportation and provision of lodging as they were in addressing the provision of meals. These guidelines should be expanded to describe how equivalence is to be provided and/or monitored within this category. According to information submitted in the 2013-14 and 2014-15 Annual Title IX Reports, the spending for travel and per diem appeared to be well within the

			<p>acceptable parameters for the provision of parity.</p> <p>(see KHSAA recommendation 7.a.)</p>
Coaching	X		<p>The two (2) previous Title IX school visit reports gave this benefit category a satisfactory rating. The school's Athletic Director evaluates all head coaches. A written instrument is currently being used as part of the evaluation process. The T-35 form in the Annual Report showed that the total dollar amounts spent for coaching salaries for teams of 'like' sports indicated relative parity. A review of the school district's extra service pay schedule showed that coaching increments were based on percentages for all coaches. These percentages all appeared to be equitable for 'like' sports and the number of paid coaches provided for teams of 'like' sports was comparable. The information provided in the 2014-15 Annual Title Report shows that the coaching ratio for female athletes is one (1) coach per thirteen (13) participants and the ratio for male athletes is one (1) coach per fourteen (14) participants. Information gathered during the school visit revealed that 36% (4/11) of the head coaches of girls teams and 55% (6/11) of the head coaches of boys teams were on-campus employees.</p>
Locker Room, Practice and Competitive Facilities	X		<p>The November 15, 2005 Title IX school visit report judged this benefit category to be satisfactory but did state that there was very little locker space or coaching office space provided for female teams. The October 13, 2009 report also rendered this category as satisfactory but it documented a definite benefit advantage to the male athletes in relation to locker room space provided at the fieldhouse. It does appear that this advantage has been addressed by the assignment of the girl's teams in track, cross country, lacrosse, and soccer to the female dressing area in the fieldhouse. The school has several well-</p>

			<p>appointed dressing rooms in the two (2) gymnasiums, all of which appear to be assigned equitably. There was a significant amount of athletic equipment storage space provided. Two large storage areas in the gymnasium served all teams and, almost all teams had a second storage space in closer proximity to their competitive venue. All of the competitive facilities at North Oldham High School are very well maintained. Overall, they are rated as excellent. Neither the softball or baseball fields currently have lights. In relation to amenities provided, these two venues are very equitable. All other facilities are shared. The written evidence provided during the visit, and through interviews, gives strong indication of equitable benefits being provided.</p>
Medical and Training Facilities and Services	X		<p>Both the previous Title IX school visit reports designated this benefit category as satisfactory. The 2005 report did state that there was no usage schedule for the weight training room in the Title IX file or posted at the facility. The 2009 report did not address the existence of an equitable usage schedule for the venue. This visit showed that they school has a large, well-equipped weight training room that serves all teams. This venue does provide equipment that appears to be suitable for use by female athletes. There was an equitable usage schedule for the weight room in the file and posted at the facility. The Athletic Department maintains a large and well-equipped athletic training room. An athletic trainer is provided by Baptist Health North East and is available on an equitable basis to all student athletes each school day. Students at North Oldham High School are responsible for getting their own physical examinations.</p>
Publicity	X		<p>There was written evidence of an awards guideline that included the provision for the achievement of banners, team awards, school awards, and display of awarded trophies.</p>

			<p>Interviews with athletes and coaches indicated end-of-season recognitions and/or banquets, however, this was not included as part of the awards guideline. There was evidence of fall and winter publications that give support to all the sports within that season. Interviews with administration indicate that the support groups of cheerleading, dance team, and band are scheduled and monitored by the athletic director to insure overall equitable support. An overall review of spending in this category shows that approximately \$46.00 was spent per male athlete and approximately \$51.00 was spent per female athlete.</p> <p>(see recommendation 7.b.)</p>
Support Services	X		<p>A two-year review of expenditures shows that North Oldham High School has met the acceptable parameters for per athlete spending and was only slightly outside the acceptable range for percentage spending. Approximately \$471.00 was spent per male athlete and \$373.00 was spent per female athlete. All available office space appeared to be assigned equitably. The same number of exclusive offices existed for male and female teams. Interviews with administration stated that there is one booster club and that all monies are deposited at the school board office. All expenditures from this account require the use of a school purchase order and approval of the Athletic Director and/or Principal.</p>
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of	NA		

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

- Equipment and supplies – purchase additional equipment for softball and volleyball
- Travel and per diem – out-of-state competition opportunity for girls cross country team

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

There were no observed deficiencies in the overall athletics program of North Oldham High School.

7. KHSAA Recommended Action in relation to new deficiencies

Although there were no new deficiencies, the following recommendations should be addressed to ensure overall equivalence:

- a. Please submit to the KHSAA, no later than February 15, 2016, an expanded Travel and Per Diem guideline that would include, but not be limited to, all possible modes and the provisions of transport for athletic teams AND any specifics relative to overnight stay (hotel).
- b. Upon receipt of this report, the Gender Equity Committee should review and expand the current Awards Guideline to include the provision for end-of-season banquets for all teams.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Alan Yanke 502-228-0158

District Level Title IX Coordinator: Ann Coorsen 502-241-3500

Name	Title	Telephone
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Dan Pfaff	Girls Basketball Coach	502-228-0158
Brett Versen	Volleyball Coach	502-228-0158
Seth Hagan	Student Athlete	502-228-0158
Anne Proctor	Student Athlete	502-228-0158
Craig Wallace	Principal	502-228-0158
Anne Coorssen	District Title IX Coordinator	502-241-3500
Alan Yanke	Athletic Director	502-377-5944
Michelle Foote	Parent	502-228-0158
Nancy C. Martin	Teacher	502-552-3709
Gary Lawson	KHSAA Auditor	502-545-3393
Kathy Johnston	KHSAA Auditor	859-494-2509 kjohnston@khsaa.org

10. Comments:

The Title IX file of North Oldham High School was accurate, complete, and well organized. The school is to be commended for its efficient organization and presentation of all required documents. Interviews with students, coaches, and administration were very positive. The public forum, scheduled for 3:00 pm, was held in the school conference area. Approximately six (6) individuals attended this forum. General information was shared relative to the Title IX project and existence of a Title IX / Gender Equity Committee at the school. Following discussion, the audit team left North Oldham High School at approximately 3:30 pm.