



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

**(For schools re-visited during the 2009-2010 school year)**

School: **North Hardin High School**  
 Prepared By: **Jenny McCarty**  
 Date of Re-Visit: **11-23-2009**  
 Telephone Number of Reviewer: **(859) 299-5472**  
 Reviewed By: **Darren Bilberry**

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 the school, it appears that the school has not met the standard of proportionality Test (T-1) for the past three school years.

- 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 the school, it appears that the school has not met the standard of History and Continuing Practice Test (T-2) for the past three school years.

- 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 the school, it appears that the school has met the standard of Full and Effective Accommodations and Interests and Abilities Test (T-3) for the past three school years.

3. Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?  
Yes  No

Comments: The Student Interest Survey was administered during the 2007-2008 school year. Students in grades 9-11 were surveyed with a 83% rate of return.

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 by the school, it appears the school has consistently met the standard for Test 3 during the school years 2006-2009. It does appear; however, that it has not consistently met the standard for Test 1 or 2 from 2006-2009
Equipment and Supplies	X		<p>All uniforms viewed appeared to be in the mid-tier to upper tier range and were of equivalent quality. The school does have written guidelines for uniform replacements. Teams are allowed to purchase uniforms outside of the uniform plan with approval from the athletic director. Auditors recommended that the uniform plan be revised and include a statement or statements to explain when purchases outside of the uniform rotation plan would be acceptable.</p> <p>The school did not have a current inventory of equipment. Auditors recommended that an inventory be done by each coach and those be forwarded to the athletic director.</p>
Scheduling of Games and Practice Time	X		<p>The use of the athletic facilities appears to be scheduled equitably. The school is fortunate to have two gyms which teams use equitably.</p> <p>The school is meeting the prime date requirement.</p>
Travel and Per Diem Allowances	X		<p>The school has board and school policies that encompass travel guidelines. All students are transported to athletic contests by district school busses or other approved transportation means to athletic contests. Overnight travel must have school and board approval. The school does need to develop some specific per diem guidelines (See KHSAA Recommendation).</p>
Coaching	X		<p>The school coaches' pay scale appears to be equitable. There are numerous coaches off campus. However, the school does seem to have a plan so that athletes can communicate with those coaches when necessary.</p>

Locker Rooms, Practice and Competitive Facilities	X		<p>Since the original audit, the school has added several locker rooms that accommodate the girls' and boys' soccer teams, the girls' and boys' softball and baseball teams, the girls' and boys' track teams and the boys' and girls' cross country teams. The addition of these locker rooms has alleviated many locker room space issues for the school. It was recommended that the school designate all athletic teams a locker room to use. At the time of the audit teams such as tennis did not have a locker room assignment.</p> <p>There are some aesthetic disparities between the girls' softball field and the boys' baseball field. Recently the baseball field had some upgrades with brick facing of the press box and backstop. The school informed auditors there were plans to upgrade the girls' softball field. Auditors recommended that these softball improvement plans be listed in detail on the school corrective action plan that the school will submit in April 2010 with the annual report.</p>
Medical and Training Facilities and Services	X		<p>The school has an athletic trainer that services all athletes. Auditors recommended that the school post the schedule of the trainer. The décor of the weight room and training facility was female friendly and many weights are available for females to use. All coaches are trained in the use of the weight room and are using specific training programs. The school does need to develop protocol for priority scheduling of the weight room.</p>
Publicity	X		<p>The school does not currently use any media guides for any sport. There were some concerns about awards (school letter jackets) that some organizations are providing to student athletes while others are not. (See KHSAA Recommendation)</p>
Support Services	X		<p>The school has several booster organizations and the school does not currently require written booster agreements. Auditors viewed the financial reports submitted to the school by the various booster organizations. It appears that these organizations are submitting their financial data to the school as requested. Each booster organization must submit a budget to the school for approval. The school</p>

Support Services Cont'd.			also receives funds from profits of bingo. These funds are given to each sport and appear to be equitably distributed. Auditors recommended that the school develop a booster contract for use with each booster organization to strengthen their booster procedures. (See KHSAA Recommendation)
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)

- The school has met its goal of prime-time-date requirement for its girls' basketball program.
- The school has developed a uniform rotation.
- The school provided additional locker room space for sports teams

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

None Observed

7. KHSAA Recommended Action in relation to new deficiencies

Although not currently designated as deficiencies, the following are "areas of concern" that should be addressed by the school in order to provide consistently equitable benefits.

- On the April 15, 2010 annual report corrective action plan describe the school plan to address the inequities between the boys' baseball field and the girls' softball field.
- Submit to the KHSAA no later than May 15, 2010, the school guidelines/policies for per-diem.
- Submit to the KHSAA with the April 15, 2010 annual report a revised uniform replacement schedule which describes when uniforms may or may not be purchased outside the uniform rotation plan.

- Submit to the KHSAA on or before August 1, 2010 a booster agreement which will be used by the school and booster organizations.
- Submit to the KHSAA, no later than August 1, 2010 a copy of the school's established written polices (guidelines) regarding the necessary credentials and accomplishments for an athlete or team to be honored with banners, awards or recognition within the school.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

N/A

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Penn

District Level Title IX Coordinator:

Name	Title	Telephone
Jenny McCarty	KHSAA Auditor	502-223-6965
Kathy Johnston	KHSAA Auditor	859-299-5472
James Slaven	Athletic Director	270-351-8950
Alan Campbell	Counselor	270-300-1446
Katrina Johnson	(Not given)	(Not given)
James Store	(Not given)	(Not given)
John Russell	(Not given)	(Not given)
Bill Dennison	(Not given)	(Not given)

10. Comments:

The school did not have written minutes for any year prior to 2009-2010 in the Master Title IX file. There were however meeting agendas and notes taken on these agendas for the past several years. Auditors instructed school personnel to include a written copy of minutes, sign in sheets, and meeting agendas in the Title IX File for all further meetings. The school Master Title IX file was well organized and contained every annual report.

The school should be commended for the work it has done in creating the school Athletic Handbook. The handbook is well organized and many polices have been developed with gender equity as a goal. The handbook does contain a statement explaining the mission of the school regarding Title IX Compliance. Consistent monitoring of these polices in the handbook will be an essential part of the schools' plan for Title IX compliance.

School officials were very receptive to the suggestions of the audit team and were well prepared for the revisit. No one attended the public hearing held at 5:00 p.m.