



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

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

School: North Hardin High School
 Prepared By: Sharon Tippett
 Date of Re-Visit: January 7, 2016
 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)

| | | |
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| | 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 North Hardin High School, it appears that the school has not met the standard of Proportionality Test (T-1) for the past two 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 two 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 two 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 2013-2014 school year, with a 100% 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 that North Hardin High School has met the standard for Test 3 during the school years 2012-2015. It appears that the standards of Test 1 and Test 2 have not been met during this time period. |
| Equipment and Supplies | X | | All uniforms viewed were of mid to high quality and were comparable for like sports. The athletes involved in archery, golf, bowling, tennis, and swimming purchase their own uniforms. There is a 5-year rotation plan on file and included in the coaches handbook. If a team finds it necessary to purchase new uniforms outside the rotation plan, approval must come from the athletic director. The two-year spending average in this area was in the acceptable range |
| Scheduling of Games and Practice Time | X | | Schedules for teams are on file for all school sponsored teams. The like sports show compatibility in relation to the number of events scheduled. North Hardin is fortunate to have a large gym and a smaller one, and it appears teams are using it equitably. Other shared facilities include the weight room, athletic fields, and practice facilities. Practice schedules for these facilities are on file and posted. |
| Travel and Per Diem Allowances | X | | Travel guidelines were available in the Title IX file and coaches' handbook. Board policy on travel is included as well as specific guidelines for athletic teams. There are specifics for rooms, which includes a \$100 room rate and 4 athletes per room. Per diem guidelines include overnight rates for meals at \$15 per day. |
| Coaching | X | | The coaches' salaries appears equitable for like sports. The compensation for assistant coaches and the number for level of sports also appears equitable. At the end of the season, the head coach is evaluated by the athletic |

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| | | | director. |
| Locker Room, Practice and Competitive Facilities | X | | <p>North Hardin is in the process of adding locker rooms, a weight room, new track, scoreboards, and storage rooms, a project that is projected to cost \$17 million. It was suggested to the AD that he contact the KHSAA for advice when working on the T-35/T-36 forms for the Annual Report.</p> <p>With the completion of these new facilities, all teams will have a designated locker room and storage room available. It is recommended that teams not having assignments for locker rooms at this time be included, as the new facilities become available. These include the archery team, bowling, golf, and tennis teams. Every student athlete should have a secure, designated locker room available, whether or not he/she chooses to use it.</p> |
| Medical and Training Facilities and Services | X | | <p>A trainer, provided by Hardin Memorial Hospital, works all sports. He is available after school and at athletic contests. His schedule is posted, but there is no designated area for the athletic trainer. Athletic trainer benches are scheduled to be included in the new locker rooms under construction.</p> <p>The school has a new weight room as part of the upgrade in athletic facilities. The usage schedule is posted on in the Title IX file. The location and accessibility is appropriate for female use and there is appropriate equipment for the female athletes.</p> <p>The school does not provide physicals, however, Hardin Memorial Hospital designates one day for all athletes' physicals at a cost of \$10.</p> <p>A copy of an Athletic Emergency Medical Action Plan was on file, in addition to being posted at various athletic facilities.</p> |
| Publicity | X | | <p>One cheerleading squad supports football and girls' and boys' basketball teams equitably. There is a band that performs at home football games, basketball games, plus District games. North Hardin does not have a Dance Team.</p> <p>There are guidelines for earned awards for</p> |

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| | | | sports teams that are determined by the coach of each team. Banquets are to be conducted by the Boosters Clubs for each sport. Seasonal schedule posters are developed and printed by students at the school. There are team banners for all sports, displayed in the main gym. There are no written guidelines for banners, pictures, or Athletic Hall of Fame. It is recommended that the Gender Equity Review Committee develop guidelines for display of pictures, retired jerseys, banners, and Athletic Hall of Fame. (Any item that may be put on public display honoring an athlete.) |
| Support Services | X | | <p>There are 6 Boosters Clubs. Each one has a signed Booster Agreement in the file. The accounts for these Boosters are off campus, but a budget is required to be submitted to the school by each group. There is a process of oversight for Booster expenditures requiring approval by the school officials. Teams without Boosters follow a process for Fundraiser approval the same as the Booster Clubs. It appears that the school has oversight on money raised and spent by the Boosters Clubs.</p> <p>Overall spending for the past 2 years is within the acceptable range for a large football school. The two-year average spending for the female athlete is \$362.12 and for the male, \$405.97.</p> |
| Athletic Scholarships | NA | | |
| Tutoring | NA | | |
| Housing and Dining Facilities and Services | NA | | |
| Recruitment of Student Athletes | NA | | |

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

Item for Improvement-Upgrade facilities to include locker rooms for boys and girls basketball, volleyball, wrestling, football, and baseball. New weight room and renovate both gyms. New concessions areas, new track, new scoreboards for all outdoor teams. This construction is currently under construction and is targeted for completion in January, 2016.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No deficiencies observed.

7. KHSAA Recommended Action in relation to new deficiencies

Although there were no deficiencies observed, there are some recommendations, if followed, may prevent deficiencies occurring in the future.

1. Locker Room, Practice, and Competition Facilities: It is recommended that teams not having assignments for locker rooms at this time, be included as the new facilities become available. These include the archery, bowling, golf and tennis teams. This will ensure that every student athlete has a secure designated locker room available for use if he/she desires to use it.

2. Publicity: It is recommended that the Gender Equity Review Committee develop guidelines for the display of pictures, retired jerseys, banners, and the Athletic Hall of Fame. (Include any items that may be put on public display.)

Please submit these recommended guidelines to the KHSAA office by or no later than April 15, 2016.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

There were no observed reoccurring deficiencies.

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: T. Chris Mathews

District Level Title IX Coordinator: Bryan Lewis

| Name | Title | Telephone |
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| Anthony Ridley | Student Athlete | 270-319-6480 |
| Faith Peet | Student Athlete | 915-373-2847 |
| Tony Garrison | Girls' Soccer Coach | 270-737-9222 |
| John Russell | Girls' XC & Track Coach | 270-272-3519 |
| Bryan Lewis | DPP. District Title IX Coord. | 270-769-8822 |
| Lonnie Dennis | Principal | 270-351-3167 |
| Chris Mathews | AD | 270-351-3167 |
| Jeff Lowman | Assistant Principal | 270-352-3115 |
| Chelsie Mansell | SAM | 270-319-1344 |
| Alan Campbell | Counselor (GEC member) | 270-300-1446 |
| Kim Shepherd | Book Keeper | 270-319-9982 |
| Jessica Gunby | Volleyball Coach | 270-584-3635 |
| Brandon Mathews | Freshmen Girls' BBall Coach | 304-588-3635 |
| T.M. Jackson | Boys' XC Coach | 502-366-9484 |

10. Comments

The Athletic Director was well prepared for the Title IX audit visit. The Title IX File was very organized and it was easy to find various sections. It was suggested that another copy of the file be made available and kept in another location within the school or school system. All materials and uniforms requested for inspection were available and well organized. The newly updated Coaches Handbook was very thorough, containing athletic policies and guidelines that each coach needs to have available.

The athletic department has been diligent in addressing the interests reflected on the student survey. The interests shown in both field hockey and bass fishing needs to be followed up using the suggested procedures to determine if the interest is real and also feasible for the school to include in the athletic program.

With the upgrading of facilities presently being completed, it is apparent that the Hardin Co. Board of Education is very supportive of the student athletic programs. The administrators were very cooperative with the auditors and appeared to be receptive to suggestions made. The group meeting was well attended by the members of the Gender Equity Committee.

No one attended the scheduled public meeting scheduled for 3:00 PM.