



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

(For schools re-visited during the 2008-2009 school year)

School: **North Laurel High School**
 Prepared By: **Reba Woodall**
 Date of Re-Visit: **November 12, 2008**
 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)

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 data submitted by North Laurel High School, it appears the school has met the standard for Test 1, Test for Substantial Proportionality, during the 2007-2008 school year.

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 North Laurel High School, it appears the school has not met the standards for Test 2, Test of History and Continuing Practice of Programs Expansion, during the 2007-2008 school year.

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 North Laurel High School, it appears the school has met the standards for Test 3, Test for Full and Effective Accommodation of Interests and Abilities, during the 2007-2008 school year.

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 conducted in 2007-2008 showed an interest in swimming and diving. This was addressed on the T-3 form in the 2007-2008 Annual Report. Since there is no survey scheduled for 2008-2009, the swimming and diving interest should be addressed on the T-3 form and the T-60 form in the 2008-2009 Annual Report. The 2007-2008 Student Interest Survey had a return rate of 80%.

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

Benefit to Students	Satisfactory	Deficient	Comments
Accommodation of Interests and Abilities	X		<p>According to the information provided by the school, North Laurel High School has met the standards for Test 1 and Test 3 for the 2007-2008 school year. The possibility of meeting the standards for all the tests each year was discussed in the Gender Equity Committee meeting. The need to meet the standard for one test each year was also discussed at the meeting. The Student Interest Survey in 2007-2008 had a return rate of 80% which meets the KHSAA recommended percent. The survey showed interest in swimming and diving. The school should investigate and determine if this interest is appropriate and feasible for the school at this time. This should be addressed on the T-3 form and the T-60 Corrective Action Plan in the 2008-2009 Annual Report.</p> <p>The school's Permanent Title IX File was well organized and thorough. All requested forms were easily accessible and the school's Title IX Coordinator was available for consultation with the KHSAA Audit Team during the entire Re-visit. The first on site visit by the KHSAA occurred in 2000. Since that time, the KHSAA has requested schools produce a number of guidelines/policies for Title IX equity and school documentation. The school was well prepared with these items.</p>
Equipment and Supplies	X		<p>The quality and quantity of equipment and uniforms is comparable for both male and female teams. The school has a written schedule for the purchase of replacement uniforms maintained in the Title IX File. School administration should make sure each coach has a copy of this schedule and understands the need for strict adherence to the schedule. Any purchase off rotation by booster clubs should not occur. According to the information on the 2008-2009 Re-Visit forms T-71 and T-72, the school is currently spending approximately \$110 per female athlete, and \$180 per male athlete for equipment and supplies. This area should be reviewed yearly by the Gender Equity Committee.</p>

Scheduling of Games and Practice Time	X		<p>Prime dates and times were discussed during the Gender Equity Committee meeting. The school was in compliance for the 2007-2008 school year with 50% of girls' basketball games played on prime dates. The current 2008-2009 schedule shows 50% of girls' basketball games will be played on prime dates. This schedule will be checked again at the end of the 2008-2009 regular season.</p> <p>All practice facilities that are shared appeared to be shared equitably. The school has a written practice schedule for games and practices for all sports in/on all facilities. A copy of this schedule is in the Permanent Title IX File.</p>
Travel and Per Diem Allowances	X		<p>The information submitted by the school on the 2008-2009 Revisit forms shows the school spent \$99 per female athlete, and \$106 per male athlete. The Gender Equity Committee should review this benefit yearly. The school has a written Travel and Per Diem Allowances policy. These include regulations from the Board of Education and guidelines from the school. This policy should be reviewed and expanded to include but not be limited to meals furnished before away games, and out of state travel. A copy of this should be kept in the Permanent Title IX file.</p>
Coaching	X		<p>According to the information submitted by the school on the 2008-2009 Revisit forms T-71 and T-72, it appears the coaching salaries are equitable. The number of coaches for like sports is equal. Accessibility of coaches is one of the criteria for this benefit. Revisit forms T-71 and T-72 show that two coaches of female teams are on campus and five coaches of male teams are on campus. When there are openings for coaches for female sports, all efforts should be given to hiring coaches that would be employed on campus.</p>

<p>Locker Rooms, Practice and Competitive Facilities</p>	<p>X</p>	<p>North Laurel High School has excellent indoor and outdoor facilities. The use of school colors, mascot, and graphics enhance all facilities. The school has one gymnasium with a walking track. The outdoor facilities include; football stadium, eight lane track, softball field, baseball field, four tennis courts, practice football field, practice soccer field, a hitting building, and a cross country course. The golf teams practice and play at the Crooked Creek Golf Course. There are locker/dressing rooms for each team. Most rooms have only one team assigned to them. Those that have more than one team are assigned so that one team per season uses each locker/dressing room. There is at least one storage area for each team. Many teams have more than one storage area. Office space for coaches is equal: three for coaches of female teams, and three for coaches of male teams.</p>
<p>Medical and Training Facilities and Services</p>	<p>X</p>	<p>The school does not have a trainer. There is a paramedic at all practices and games. There are two training rooms available for the paramedics use.</p> <p>There are two sets of washers and dryers. One set is used by the football team and the other set is located near the weight room in the main building and is available for all teams.</p> <p>There are two weight rooms. One is next to the football locker room, and used only by the football team. The second one is in the main building for use by all other teams except softball. Softball used the hitting building for weight training in 2007-2008. They plan on using an off campus training business for 2008-2009. In the second weight room there were few light weight plates and dumbbells, and all bars were Olympic weight. There were some small weight belts. The addition of lighter weight bars, plates, and dumbbells would make this weight room better equipped for smaller, younger, female athletes.</p> <p>The school had a written usage schedule for the weight room. The school should make certain this schedule is posted at the weight room.</p>

Publicity	X		The school has one cheerleading squad that cheers for an equal number of male and female competitions. The pep band, and dance team perform for an equal number of male and female competitions. The school displays trophies, banners, pictures, and signs that represent athletic accomplishments. The school has a written recognition guideline. The Gender Equity Committee should review this and look for possible expansion which could include but not be limited to letter, bars, banners, yearly awards, banquets, retired jerseys/numbers, etc. When finished, a copy should be kept in the Permanent Title IX File.
Support Services	X		According to the 2007-2008 Annual Report, form T-36, approximately \$749 was spent per male athlete, and \$564 was spent per female athlete. The percentage of male participants was 49.8 and 57% of the total budget was spent for males. The percentage of female participants was 50.2 and 43% of the total budget was spent for males. School procedures for athletic spending were discussed during the interviews and during the Gender Equity Committee meeting. The need for administrative approval prior to any spending was also discussed. The school has three booster clubs. Those clubs do not keep their money in school accounts. All other teams have accounts in the school. All spending should be closely monitored by the school administration and the Gender Equity Committee to ensure continued equity.
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

The school's most recent Corrective Action Plan calls for maintaining football expenditures by developing a long-term plan for purchasing, increase common knowledge of school and district athletic/booster policies by having school wide meetings for all coaches after the dead period, and improve the school athletic website in the areas of pictures, schedules, rosters, and history.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

None

7. KHSAA Recommended Action in relation to new deficiencies

None

8. KHSAA Recommended Action in relation to reoccurring deficiencies

None

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Jimmy Durham

District Level Title IX Coordinator: Randy Leger

Name	Title	Telephone
Randy Leger	Director of Athletics	606-862-4600
Karen Moore	Girls Golf Coach	606-862-4639
Patricia Taylor	Parent	606-864-7073
Gina Sears	Asst. Principal	606-862-4699
Bill Abner	Volleyball Coach	606-862-4699
Shane Weaver	Softball Coach	606-862-4715
Darren McWhorter	Baseball Coach	606-843-0809
Jimmy Durham	Athletic Director	606-862-4699
Joe Schenkenfelder	Board Member	606-224-3357
Gary W. Lawson	KHSAA Audit Team	502-875-3817
Reba Woodall	KHSAA Audit Team	859-299-5472

10. Comments

North Laurel High School has excellent athletic facilities. They are in good condition and appear well maintained. The school was well prepared for the KHSAA Revisit with all requested documentation presented in an organized and orderly manner, access to all facilities, and availability of school personnel. Discussion during the Revisit suggests that the Gender Equity Committee is actively involved in promoting opportunities and benefits that are designed to continually improve the athletic program. There appears to be support from all levels of leadership at North Laurel High School and the district office in regards to maintaining Title IX equity.

A quorum was present for the Gender Equity Committee Meeting.

No one from the community attended the Public Forum at 5 p.m.
The KHSAA Audit team left the school at 5:15 p.m.