



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

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

School: **North Oldham High School**
Prepared By: **Reba Woodall**
Date of Re-Visit: **October 13, 2009**
Telephone Number of Reviewer: **(859) 299-5472**
Reviewed By: **Darren Bilberry, Asst. Commissioner**

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 North Oldham High School, it appears the school has not met the standard for Test 1, Test for Substantial Proportionality, during the 2008-2009 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 Oldham High School, it appears the school has not met the standard for Test 2, Test of History and Continuing Practice of Programs Expansion, during the 2008-2009 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 Oldham High School, it appears the school has met the standard for Test 3, Test for Full and Effective Accommodation of Interests and Abilities, during the 2008-2009 school year.

3. **Is the school's most recent Student Interest Survey accurate in relation to the assessment of Interests & Abilities?**

Yes No

Comments: North Oldham High School offered all of the KHSAA sanctioned sports during the 2008-2009 school year. In addition they also offered field hockey for females, and lacrosse for males. The Student Interest Survey conducted in 2007-2008 had a return rate of 82% which exceeds the 80% requested by the KHSAA.

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 supplied by the school, North Oldham High School has met the standard established for Test 3 for the 2008-2009 school year. The possibility of meeting the standards for all three tests each year as well as the need for meeting the standard for one test each year was discussed during the Gender Equity Committee Meeting. The school is offering all of the KHSAA sanctioned sports for males and females. They also offer Field Hockey for females and Lacrosse for males. For continued Test 3 compliance, the school should maintain these offerings as well as monitor the total number of teams at all levels for both females and males. When there is a difference of more than 2 teams the school should explore the reasons for the difference and take steps to decrease the difference. The school should also investigate adding non-sanctioned sports when feasible if responses to the Student Interest Survey indicate new interests. The school should document all efforts and maintain documents in the Permanent Title IX File. The 2007-2008 Student Interest Survey had an 82% return rate.</p> <p>The school's Permanent Title IX File was well organized and included the majority of items the school has been asked to have available. The items the school needs to produce can be located in the appropriate benefit categories. The Gender Equity Committee had met once this year and minutes of that meeting was included in the Title IX File.</p>
Equipment and Supplies	X		<p>Review of the uniforms showed equivalence for the male and female team uniforms. Female teams offered a few more amenities, such as bags, than the male teams. The quality of all uniforms was outstanding. The spending for this benefit area should be reviewed yearly by the Gender Equity Committee.</p> <p>The school should complete a uniform replacement rotation schedule. A copy of</p>

Equipment and Supplies Cont'd			this schedule should be given to each head coach, a copy should be kept in the school's Permanent Title IX File, and a copy sent to the KHSAA office.
Scheduling of Games and Practice Time	X		Prime dates and times were discussed during the Gender Equity Committee meeting. The school was granted a Weather Related Waiver by the KHSAA for the 2008-2009 school year. Practice and game schedules for all facilities are written and included in the Permanent Title IX File. The schedules appear equitable for both male and female athletes.
Travel and Per Diem Allowances	X		Spending in this benefit area for 2008-2009 shows a slight advantage for female teams. The school does not have written guidelines pertaining to Travel and Per Diem Allowances. The School Administration and Gender Equity Committee should develop written guidelines for this benefit. When this is completed a copy should be given to each head coach, a copy kept in the Permanent Title IX File, and a copy sent to the KHSAA office.
Coaching	X		According to the information submitted by North Oldham High School the coaching salaries appear equitable. There are four head coaches for female teams and five head coaches for male teams on campus. The Athletic Director has a coaching evaluation method in place. When coaching vacancies occur the school should give every effort to hiring qualified, experienced female coaches for female teams.
Locker Rooms, Practice and Competitive Facilities	X		The outdoor facilities at North Oldham High School include the following; softball field, baseball field, football field, track, combination soccer, field hockey, and lacrosse field, five tennis courts, one practice field and a field house. The softball and baseball fields have the same amenities. The softball and baseball fields are both on campus facilities with the softball field being a further distance from the high school building. The distance does not appear to be a significant disadvantage. Both fields need lights, permanent restrooms, concession/press box, and water fountains. There are small storage areas at the ends of all the dug outs. The softball field area also has

<p>Locker Rooms, Practice and Competitive Facilities Cont'd</p>		<p>a storage building. The football field is located at the new athletic complex. There are some soccer games held on this field. The game schedule should show equity of soccer use. There is some storage for football at the complex. Track needs storage area at the complex. The combination soccer, field hockey, and lacrosse field has shared storage area, restrooms, and concession stand. It has lights, scoreboard, metal bleachers, and a sprinkler system. The tennis courts and nets are in great shape. Courts are fenced. The practice field is used mainly for football and there is some football storage here. The field was used for a few soccer tournament games.</p> <p>The field house has one huge locker room for the football team, one large locker room for visiting teams, two coaches' offices, one training room, and one large room used for film viewing.</p> <p>The golf teams use the Nevel Meade Golf Course and the swim teams use the Paramount Estates Pool. The cross country teams practice on campus and at the nature preserve.</p> <p>The wrestling team uses the cafeteria.</p> <p>The indoor facilities include; New gymnasium and auxiliary gymnasium. Both boys and girls basketball and volleyball teams use both gyms. There are two locker rooms in the auxiliary gym which are used by cross country, soccer, baseball, softball, track, tennis, lacrosse, wrestling, and all physical education classes.</p> <p>The new gymnasium has four locker rooms, one used by boys' basketball, one by girls' basketball, one for volleyball, and one for visitors. There are offices for the volleyball coach with storage area, the boys' basketball coach, and the girls' basketball coach. There is one large storage room for both boys' and girls' basketball. There are also two large storage rooms for use by all sports.</p> <p>In this benefit area of locker rooms, practice and competitive facilities there is a definite and distinct advantage to the boys in the locker room portion. The field house has two locker rooms used only by boys.</p>
---	--	---

Locker Rooms, Practice and Competitive Facilities Cont'd		<p>The School Administration is aware of the need to provide female athletes access to this facility. The school must return to the KHSAA a locker room assignment sheet for all locker rooms. This assignment sheet must show that the visitors' locker room in the field house will be used by female athletes. The school should also include documentation of changes planned for this locker room that will insure female usage. If this is not completed and sent by the due date to the KHSAA, this benefit area will be considered deficient and will be reported to the State Department of Education.</p>
Medical and Training Facilities and Services	X	<p>North Oldham High School has one full time trainer from Baptist East Hospital, whose salary is paid by the OCBE. The trainer arrives at approximately 2:30 p.m. and stays until the last practice or competition is over. There are two training rooms; one is centrally located and accessible for all athletes. These rooms appeared fully equipped for various athletic medical needs. The second room is smaller and located in the football field house. It did not appear to be in use at the time of the Re-visit. Student athletes are responsible for their own physicals. The school has one weight room which is located in a building adjacent to the main school building. There were nineteen stations. There were some low weight plates and dumbbells. There were three small weight belts. All observed bars were Olympic weight. The weight room was much better equipped for female athletes at the time of the revisit than the initial visit. A few more small weight belts and a few twenty pound bars, when funds are available, would be a good addition to the weight room. There was a usage schedule posted and the area was very clean.</p>
Publicity	X	<p>The school has one cheerleading squad that cheers at all home boys' and girls' basketball games, home football games, any in county away football and basketball games, and any playoff games. The marching band plays at all home football games. The pep band plays for an equal number of boys' and girls' home basketball games as well as playoff games. The Band Director chooses games. The dance</p>

Publicity Cont'd			<p>team performs at home football games depending on weather and an equal number of girls' and boys' home basketball games. The Dance team sponsor chooses games.</p> <p>Results of competitions are included in the morning announcements, schedules are posted on the school's web site, and Principal e-mails include athletic information.</p> <p>The school's mascot and school colors were incorporated into the paint on the floor of the new gymnasium. Although the spending in this benefit area for 2008-2009 was low, a number of written programs and brochures were observed during the Re-visit. Guidelines for recognition were included in the Permanent Title IX File. <u>These guidelines could be expanded to include all methods of recognition such as letters/bars, jackets, banquets, etc.</u> <u>The Gender Equity Committee should review these annually.</u></p>
Support Services	X		<p>The overall spending in 2008-2009 on T-35 and T-36 of the school's Annual Report shows an approximate difference of \$76 more spent for male athletics. The difference in 2007-2008 was approximately \$54. At this time the spending appears equitable.</p> <p>There is one general all sports booster club that maintains an in school account. The school administration has prior approval for all athletic spending. There was mention of a Touchdown club for football. If this club spends money for the benefit of school athletes or teams then they should be treated exactly like the general all sports booster club.</p> <p>During the interview sessions and Gender Equity Committee meeting, athletic fees were discussed. All information describing the fees, such as the cost, how they are used, which sports have them, etc., should be documented and kept in the Permanent Title IX File. Fees should be closely monitored by school administration.</p> <p>School administration pays for travel and officials.</p> <p>There are five offices for coaches. Two for coaches of female teams (volleyball and</p>

Support Services Cont'd			basketball), and three for coaches of male teams (basketball, head football, assistant football). Additional office space would be an improvement.
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 2008-2009 Annual Report T-60 shows the following items; offer more opportunities for softball and field hockey on j-v teams, assign locker rooms once new gym is finished, seek funding for press box, concessions, and lights for the softball and baseball fields, and search for coach within the school building. The majority of the items on the T-60 form from the original visit have been finished. The one item that has not been accomplished is lights for softball and baseball. This item has been on the T-60s since 2004-2005. This should be the school's first priority for completion.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

The locker room portion of the Benefit area Locker Rooms, Practice and Competitive Facilities at this time shows a definite and distinct advantage to male athletes due to the lack of female athlete use of the visitor's locker room in the field house.

7. KHSAA Recommended Action in relation to new deficiencies

The School Administration must return to the KHSAA by **November 30, 2009** a locker room assignment sheet that shows the team assignments for all locker rooms. This sheet must show that the visitors' locker room in the field house will be used by a female athletic team or teams. The School Administration should include documentation of changes planned for this locker room that will insure female usage. KHSAA officials should return to North Oldham High School before the end of the 2009-2010 school year to visually check the field house locker area for female athlete usage.

The following items are not deficiencies at this time but must be completed.

1. The School Administration and the Gender Equity Committee must produce a uniform replacement rotation schedule and return a copy to the KHSAA by **November 30, 2009**.
2. The School Administration and the Gender Equity Committee must produce guidelines for the Travel and Per Diem Allowances and return a copy to the KHSAA by **November 30, 2009**.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: **Tom Clemons**

District Level Title IX Coordinator: **Anne Coorssen**

Name	Title	Telephone
Tom Clemons	H.S. Title IX Coordinator	502-228-0158
Matt Walker	Baseball Coach	502-228-0158
Nancy C. Martin	Girls Basketball Coach	502-228-0158
Jillian Smith	Student Athlete - Soccer	502-292-2553
Alex Foley	Student Athlete - Basketball	502-228-0158
Janet Mattern	Parent	502-228-0158
Christie Sykora	Girls Cross Coun./Asst. Track	502-228-0158
Ann Revell	Girls Soccer Coach	502-797-0369
Joyce Fletcher	OCBE Chair	502-228-2636
Gary Lawson	I.C. – Title IX	502-875-3817
Reba Woodall	Title IX Auditor	859-299-5472

10. Comments

The new North Oldham athletic facilities are outstanding. The facilities are in excellent condition and very clean. The school has plans for improvement on both softball and baseball complexes. It is apparent that school personnel, students, and community support North Oldham High School Athletics. They seem willing and eager to help the school maintain and improve the athletic opportunities and benefits for all athletes. The school was well prepared with documentation, facility access, and help from school personnel for the KHSAA Re-visit.

A quorum was present for the Gender Equity Committee meeting.

One member of the community, Mr. Tom Coyle, attended the Public Forum at 5 p.m.

The following comments/suggestions were provided by Mr. Dick Richards who was not in attendance due to a miscommunication in regards to the time of the meeting:

Re: Recent gender equity audit of North Oldham High School

My name is Dick Richards. I have two daughters in North Oldham High School and another who just graduated. I wanted to bring a few gender equity issues to your attention at the public comment session, but because the sign on the school door said the meeting was at 6:00, I missed the opportunity to speak. There are several issues that need to be investigated.

1) Facilities

New field house for the football team

My main point is about equity in facilities and I believe it to be way out of balance between the girls and the boys.

The Oldham County Board of Education is about to complete a major school renovation project here at North Oldham. Included in that project was a field house built for the North Oldham football team at a cost of approximately \$1.1 million. This field house is now complete and has been in use for about one year. Included in the field house are:

- a room full of large, well-appointed lockers
- 2 permanent offices for boy's coaches, with a private bath,
- a team room for viewing game film,
- a laundry facility, and
- a comparable locker room for visiting boy's teams.

The girls do not have any of those benefits. In short, for the outdoor sports, the boys program has a \$1.1 million field house and the girls program has nothing but the existing port-a-johns. No matter how you look at it, that is discrimination against the girls.

I realize some people will think this isn't discrimination because no other boy's team has access to that field house either. By that rationale it isn't just the girl's teams that are being discriminated against, it is *all* other teams. But there is a difference between the boys and girls, and the difference is critical. If you are a boy you have a choice; you can choose to play on the football team and thus rise up to receive the first class benefits of that field house. But if you are a girl, you do not have that choice.

The urinals on the wall in the bathroom make it clear the field house was designed for and built for **boys**. There is a sign – a figurative sign – in large bold print on the door: "No girls allowed." And there is only one reason they are not allowed – one and only one reason. It isn't about being on the football team, it's about being a girl. That is discrimination.

One final point about the field house is that we should also look at it from the perspective of spending. Why should it be considered equitable to have a \$1.1 million imbalance in capital spending on the boy's program versus the girl's program? Also, what about the ongoing expenditures of depreciation, operational expenses, and maintenance? When reporting program expenditures, the school should be recording those expenditures as applying only to the boy's program because only the boys receive those benefits. Are the expenditures being recorded that way?

Remedy

I think there are two possible remedies. Either build a similar facility for the girls, or convert the visitor's side of the field house so that the girls can use it.

Building a new facility for the girls would be the most equitable approach because that would be the best way to assure that the girls receive the same set of benefits

(coach's offices, team room, laundry, etc.) that the boys receive.

If the approach decided upon is to convert the visitor's locker room, it would need to be permanently allocated to the girl's program. In other words, the girls should not have to clear out so a visiting football team could use it. Plus, some other accommodations would need to be worked out on the other benefits such as the coach's offices, the laundry facility, and the team room.

Softball access

There is also the matter of access to the girl's softball field, which happens to be located on the furthest corner of the school campus. The girls have a 250-yard walk from the nearest parking lot to their field while the baseball team has a 20-yard walk. That means every player, coach, parent, official, and spectator has a 500-yard round trip to the field for every practice and every game. But that assumes the small, nearby parking lot isn't full, and it often is. In that case the walk is 700 yards round trip.

The softball parents have been asking for remediation for some time. The optimum solution would be to extend a parking lot into the space between the fenced practice field and highway 42. I have personally stepped off the area and, no doubt, there is room for a parking lot there, but the school board chose instead to put in a sidewalk. The sidewalk was certainly an improvement over the rutted ground that previously had to be traversed, so I give the school board credit for taking *some* action. But they didn't change the core issue; there is still a 500-yard round trip walk for the girls to a field on the far corner of the campus, while the boys have a 40-yard round trip to a field in close proximity to the school.

2) Coaching

This issue is about the overall level of coaching for the girl's program versus the boy's program. I would like to zero in on coaching experience, and it is critical to look at experience *at the time the coach was hired*. I'll give 3 same-sport examples. Note: I do not have direct access to this information, but I believe it to be accurate. Certainly this is something you would want to confirm for yourselves.

Soccer. The boy's coach had extensive previous head coaching experience and I believe he still maintains a coaching license in England where he is from. The girl's coach had no high school head coaching experience at all, and in fact, apparently had no experience coaching the high school age group.

Basketball. Again, the boy's coach had previous head coaching experience; the girl's coach did not. I remember when the school was about to hire the current boy's basketball coach the athletic director explicitly stated to the booster club that they would only hire a coach with previous head coaching experience. Perhaps the same requirement should have been set for the girl's team.

Track. The boy's coach has so much experience he is one of the few coaches in the state with a license to coach pole vaulting. I believe the girl's coach, on the other hand, had no track-coaching experience at all.

The administration claims it has tried to hire the best coach available at the time. Yet when

it comes to trying, consider this. On two occasions, when hiring a head coach for the football team and the boy's basketball team, the school set up a formal selection committee, but they have never done that when hiring a girl's coach. So the level of "trying" for the boys seems to be altogether different from the level of trying for the girls. Yet, the issue is not just about how hard the administration tried, but also about what they accomplished. In this case, in both the effort and the net result, there is a clear imbalance. The girls, on the whole, are not receiving coaching that is equivalent to what the boys receive.

Remedy

The remedy I suggest is to swap coaches for 2 of the 3 above sports. Every club soccer program in the state regularly rotates coaches, so rotating coaches for the high school would simply be following a practice that is already in widespread use and to which the kids are accustomed. The track teams already practice and attend meets together so swapping coaches should also be an easy adjustment for everyone. Basketball would be a little tougher because the change would be a little more unusual, so it could stay as is.

I realize the idea of swapping coaches might seem a little out of the ordinary and some people including the coaches might not be comfortable with it initially. But, swapping coaches for 2 of the 3 sports would bring equity to the coaching situation, and it seems to me that giving the girls equivalent coaching is important enough to take this step. Anything short of that leaves the inequity in place and uncorrected.

In any case, the school should create and adopt hiring guidelines that assure the same process is followed for hiring boy's coaches as for hiring girl's coaches.

3) Expanding opportunities

By the school's own gender equity report, the girls are underrepresented in sports participation compared to the overall student population. Yet this past year, despite that imbalance in participation, the school expanded the opportunities for boys by adding a boy's lacrosse team but did nothing to expand the opportunities for girls. This is completely backwards. The school should be focusing on expanding the opportunities for the underrepresented gender – the girls.

Final note

With regard to the facilities, it would be understandable if the imbalance had been in place for many years. In that situation I could see that it might take a while to accumulate the funds for correcting the problems. But this school has only existed for *six* years, so everything is new construction. Before the football field house was completed a year ago the facilities (excluding the softball access issue) were roughly equivalent. This school is moving **away from** gender equity, not toward it. Corrective action is needed to assure this school doesn't move even further away from equity.

Thanks,

Dick Richards
998 Club Drive
Goshen, KY 40026
502-417-9766 cell

The KHSAA Audit team left the school at 5:15 p.m.