



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

(For schools re-visited during the 2013-2014 school year)

School: Owensboro
Prepared By: Gary W. Lawson
Date of Re-Visit: November 6, 2013
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

Title IX Improvement Plan Summary Charts (Form T-60) 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: The data and rosters submitted in the annual Title IX reports show that the school has not met the standard established in Test 1 for provision of athletic opportunities during any of 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 rosters and information submitted, the school has not met the standard established in Test 2 for provision of athletic opportunities during any of the past three school years. The 2012-13 annual Title IX report shows that one girls team (freshman softball) with approximately 18 participants has been added during the last five 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: Steps taken to address the indicated interests in bowling and bass fishing documented on the T-3 form make it likely the standard established in Test 3 for provision of athletic opportunities is being met. School officials were reminded of the need to continue to monitor the indicated interest in archery and bass fishing.

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

Comments: The T-63 form in the 2011-12 annual Title IX report indicates that an 81% 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>The May 14, 2001 school visit report judged this area <i>Satisfactory</i> stating the school appeared to be meeting the standard established in Test 2 for provision of athletic opportunities. The February 16, 2006 report also deemed this area <i>Satisfactory</i> stating that the school was meeting the standard established in Test 3. Information from the three most recent Title IX annual reports indicated that the school is still meeting the standard established in Test 3. The T-2 form in the 2012-13 annual report shows that the school is offering a total of 16 teams for females and 17 for males. The T-3 form in the 2012-13 annual report shows the steps being taken to address the indicated interest revealed on the most recent student athletic interest survey. The school's Title IX file was reviewed. It was found to contain the two previous Title IX school visit reports, all annual Title IX reports for the past five years, a board-approved extra service pay schedule for coaches, a listing of the current members of the Gender Equity Review Committee, game schedules for all school sponsored sports, written facility usage schedules for all shared athletic venues except the indoor hitting facility (see <i>Scheduling of Games and Practice Times</i> and <i>KHSAA Recommended Action</i>), guidelines regarding awards and recognition of athletic accomplishments, written designation of the locker room and athletic equipment storage space assigned each team, minutes of meetings of the Gender Equity Review Committee held during the past three years, a uniform review, rotation, and/or replacement plan, guidelines addressing the mode of transportation of athletes and a board policy addressing the provision of per diem for athletes, and a copy of the school's athletic facility emergency medical plan (KRS 160.445). School officials were commended for the development of a comprehensive Title IX file.</p>

Equipment and Supplies	X		<p>The 2001 school visit report rated this benefit category <i>Satisfactory</i> while the 2006 report rated it <i>Deficient</i> citing there was no uniform review, rotation, and/or replacement plan in place and spending in this category favored male athletes. The most recent visit showed that the school now has a uniform rotation and replacement plan that calls for annual replacement of uniforms for bowling, girls and boys golf, girls and boys swimming, and girls and boys tennis. (In all these sports, the student pays 70% of the cost, and the school pays 30%, and the student keeps the uniform at the end of the season.) All other uniforms are placed on a four-year cycle and are totally paid for by the school. All the uniforms reviewed during the visit were of mid-to-high quality and appeared to be provided in equitable quantities. According to data submitted in the 2011-12 and 2012-13 annual Title IX reports, the school was spending approximately \$74 per female athlete and \$106 per male athlete for equipment and supplies.</p>
Scheduling of Games and Practice Time	X		<p>The 2001 school visit report designated this benefit category <i>Deficient</i> stating the number of competitive events scheduled favored male athletes. The provision of optimal playing times also showed some disparities, and the softball team was not provided a practice facility on an equitable basis. The 2006 report rated this category <i>Satisfactory</i> noting that progress had been made in all of the above mentioned areas. Information gained during the most recent visit revealed the number of competitive events scheduled for teams of "like" sports showed parity. Written evidence and interviews with coaches and student athletes suggested that all shared practice and game facilities were assigned equitably. There was <u>no</u> written facility usage schedule provided for the indoor batting facility shared by softball and baseball. (See <i>KHSAA Recommended Action</i>.) The scheduling of athletic events during the most optimal playing times was discussed with school officials who were commended for</p>

			provision of parity regarding this benefit.
Travel and Per Diem Allowances	X		Both the previous school visit reports deemed this benefit category <i>Satisfactory</i> . The 2006 report requested the school to develop a set of equitable written guidelines for the provision of travel and per diem. During the most recent evaluation, the school provided written guidelines that equitably addressed the mode of transportation provided student athletes and a board policy that established parameters in relation to providing food and lodging. The data submitted in the 2011-12 and 2012-13 annual Title IX reports indicate that the school was spending approximately \$101 per male athlete and \$112 per female athlete for travel and per diem.
Coaching	X		Both the previous Title IX school visit reports rendered this benefit category <i>Satisfactory</i> . The 2006 report did mention that coaching accessibility appeared to favor male athletes. The school principal and athletic director are responsible for evaluating all the head coaches. At this time, a written instrument is not used for this evaluation. According to the T-35 form submitted in the 2012-13 annual report, the total amounts spent for coaching salaries for teams of "like" sports was comparable. A review of the district's extra service pay schedule showed parity. As a whole, the number of coaches provided for teams of each gender appeared equitable. Only two of the head coaches are employed off the school campus, and one of those coaches a male team and one coaches a female team.
Locker Rooms, Practice and Competitive Facilities	X		Both the previous Title IX school visit reports rated this benefit category <i>Deficient</i> . The 2001 report stated that no practice facility was provided for softball, and written guidelines needed to be developed to determine which sports have priority for shared facilities. The 2006 report documented the wide disparity in amenities provided at the softball and baseball fields. There was also a difference in the basketball practice facilities that favored male athletes, and several teams were not provided

<p>Locker Rooms, Practice and Competitive Facilities continued</p>		<p>locker room facilities. There has been <u>significant</u> improvement relating to equitable provision within this benefit category since the 2006 visit. Written evidence as well as the tour of facilities indicated that all teams are assigned a dressing area on the school campus. Almost all locker rooms are shared, but their assignments show relative parity. The disadvantage identified in 2006 in regard to the basketball practice facility for girls has been addressed by the construction of a large, very impressive, user-friendly gym. This new gym, along with the older auxiliary gym, is rotated on an equitable basis for practice by the boys and girls basketball and volleyball teams. Sample practice schedules were available during the visit. The other area that has been addressed is the softball facility. The school now has a different softball field from the one used in 2006. The new field is located at Shifty Park near the baseball field about three miles from the school. There has been significant improvement in the amenities provided since 2006, and almost all of those show equivalence when compared to other outdoor venues. When compared only with the baseball facility, it does appear there are three areas that should be evaluated in order to plan for future projects. The scoreboard at the softball field does not provide as much information (inning by inning score, hits, errors, etc.) for participants and spectators as the one at the baseball field. Secondly, dugouts at the softball field are somewhat inferior to those at the baseball field. Lastly, <u>there is a drop-off behind the bleachers at the softball field that could pose a safety hazard.</u> Nothing of this nature exists at any other outdoor facility. These areas should be evaluated by school officials as they develop their Title IX improvement plan. Several of the game and practice facilities are located off the school campus. All of these facilities appeared to be well maintained. Construction projects at the school since 2006 have provided a significant increase in the amount of athletic equipment storage space. It did appear that this space was assigned equitably.</p>
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Medical and Training Facilities and Services	X		<p>Both the earlier Title IX school visit reports deemed this benefit category <i>Satisfactory</i>, but both reports pointed out that the school <u>did not</u> have a usage schedule for the weight training room showing female access. In addition, the weight training room <u>did not contain</u> equipment appropriate for use by female athletes. The most recent visit showed that the school now has two weight training rooms. One room is located at the football field. There was a usage schedule for this facility that provided equitable access for female athletes. This weight room did not have a significant amount of equipment that was suitable for use by female athletes. The second weight room was adjacent to the gym and also had a usage schedule that indicated equitable female access. This room was filled with updated fitness equipment that was almost all suitable for female use. Interviews revealed that only one female team currently uses the weight room at the football field, but several teams use the one adjacent to the gym. Overall, appropriate weight training and fitness equipment seems to be available for both genders on an equitable basis. The school has a very large and well equipped athletic training room. An athletic trainer is provided for all student athletes on an equitable basis through an agreement with Owensboro Orthopedics. All student athletes at the high school are responsible for getting their own athletic physical examinations.</p>
Publicity	X		<p>Both the 2001 and 2006 Title IX school visit reports rated this benefit category <i>Satisfactory</i>. The 2006 report did request that guidelines be developed for the posting of athletic recognition. According to information gathered during the most recent visit, the school currently has two cheer squads that support athletic teams. The squads seem to be selected by using equitable standards. Both the Red squad and the Black squad cheer at all home football games and at away games versus regional opponents. The two squads rotate, game by game, cheering at all home games and away games versus regional opponents for the boys and girls basketball</p>

Publicity continued			teams. The dance team performs at all home football and boys and girls basketball games. The full school band plays at home football games. The pep band plays at all home boys and girls basketball games versus district opponents. The Title IX file contained comprehensive guidelines related to equitable provision of athletic letters, awards, sports banquets, and the posting of team banners. The data submitted in the 2011-12 and 2012-13 annual Title IX reports showed that the school was spending approximately \$9 per female athlete and \$7 per male athlete for awards.
Support Services	X		Both the earlier school visit reports rendered this benefit category <i>Satisfactory</i> . Information provided during the visit indicated that all spending for athletic benefits goes through school accounts. School officials were made aware of the <u>definition of a booster and booster club according to Title IX</u> . It was emphasized to school officials that spending should be submitted in the proper categories designated on the T-35 form. An evaluation of total athletic spending over a two-year period showed that spending favored female athletes in 2011-12. During 2012-13, this spending was within generally accepted parameters for provision of parity.
Athletic Scholarships	NA		
Tutoring	NA		
Housing and Dining Facilities and Services	NA		
Recruitment of Student Athletes	NA		

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

The most recent T-60 forms called for the following:

- itemized expenditure reports for athletic awards;
- more accurate submittals in relation to expenses for athletic trips;
- equitable provision of coaching salaries for girls basketball;
- equalization of expenditures for softball and baseball;
- encouragement of female participation in softball;
- development of an athletic awards policy;
- updating the current uniform review, rotation, and/or replacement plan.

6. Observed Deficiencies in Overall Girls and Boys Athletics Programs

No deficiencies were designated as a result of the November 6, 2013 school visit. Although no longer considered deficient, the benefit category of Locker Rooms, Practice and Competitive Facilities still has some areas that need attention. Specific amenities provided at the softball field should be evaluated as possible items for placement on the Title IX Improvement Plan. (See *Locker Rooms, Practice and Competitive Facilities*.)

7. KHSAA Recommended Action in relation to new deficiencies

No deficiencies were designated in the November 6, 2013 school visit report.

Although not currently considered deficient, the following area of concern needs to be addressed in an attempt to insure that equitable benefits are provided.

(Scheduling of Games and Practice Times) On or before January 31, 2014, the school is to submit to KHSAA an equitable usage schedule for the indoor hitting (practice) facility that is currently shared by baseball and softball. This document should become part of the school's Title IX file and be posted at the facility.

8. KHSAA Recommended Action in relation to reoccurring deficiencies

The deficiency assigned in the area of *Equipment and Supplies* in the February 16, 2006 school visit report appears to have been addressed by the development and implementation of an equitable uniform review, rotation, and/or replacement plan. The recent reports also show spending to be within generally accepted parameters in this benefit category.

The deficiencies designated in *Locker Rooms, Practice and Competitive Facilities* in the May 14, 2001 and February 16, 2006 school visit reports have been addressed by the equitable assignment of locker room space, construction of a new on-campus gym that appears to be shared equitably, and the provision of a new softball field. (See *Locker Rooms, Practice and Competitive Facilities* in the body of this report.)

9. PERSONNEL IN ATTENDANCE AT AUDIT MEETING

High School Title IX Coordinator: Todd Harper, 1800 Frederica St., Owensboro, KY 42301
(270) 686-1084

District Level Title IX Coordinator: Chris Gaddis, 1800 Frederica St., Owensboro, KY 42301
(270) 686-1084

Name	Title	Telephone
Tasha Golden	Student Athlete	(270) 485-4799
Gary W. Lawson	KHSAA	(502) 875-3817
Trae M. Crowe	Student Athlete	(502) 681-7371
Anna Caroline Brake	Student Athlete	(270) 315-0449
Anita Burnette	Principal	(270) 686-1110
Chris Gaddis	District Athletic Director	(270) 686-1084
Todd Harper	Assistant Athletic Director	(270) 686-1084
Sherri Wurth	Girls Golf	(270) 686-1110
Emily Hernandez	Girls Basketball	(270) 686-1110
Shannon Divine	Parent	(270) 929-3789
Cathy Hoffman	Athletic Secretary	(270) 686-1084
Angie Sims	Bookkeeper	(270) 686-1110
Michael A. Johnson	Parent	(270) 231-6520
Michelle Mayfield	School Personnel	(270) 686-1098
Jill Fulkerson	Girls Basketball	(270) 256-0861
Tyler Sovar	Student Athlete	(270) 313-5132
Zachary Erwin	Boys Basketball	(270) 316-5000

10. Comments

Three people from the community attended the Public Comments session. Several issues were discussed including items evaluated in the *Locker Rooms, Practice and Competitive Facilities* benefit category. The meeting was adjourned at 4:05 pm CST.